

# **ANNUAL WORKFORCE REPORT**

**Second Quarter**

**FISCAL YEAR 2020-21**

**State of Michigan  
Civil Service Commission**



**Civil Service Commissioners:**

**Janet McClelland, Chair  
Jase Bolger  
Nick Ciaramitaro  
Jeff Steffel**

**Janine M. Winters, State Personnel Director**

**STATISTICAL HIGHLIGHTS**  
**Second Quarter FY 2020-21**

**PROFILE OF CLASSIFIED EMPLOYEES**

|  |          |
|--|----------|
| Average Age.....                         | 45.1     |
| Average Annual Salary <sup>1</sup> ..... | \$66,064 |
| Average Years of Service.....            | 11.9     |

**WORK FORCE CHARACTERISTICS**

|   |       |
|---|-------|
| Females .....   | 54.3% |
| Males .....   | 45.7% |
| Eligible for Longevity .....                            | 64.6% |
| Less than Six Years of Service .....                    | 34.0% |
| Six to Ten Years of Service .....                       | 20.5% |
| Over Ten Years of Service .....                         | 45.5% |
| Exclusively Represented for Collective Bargaining ..... | 68.5% |

**FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION**

|   |       |
|---|-------|
| American Indian or Alaska Native .....          | 1.0%  |
| Asian.....                                      | 1.7%  |
| Black or African American .....                 | 18.3% |
| Hispanic or Latino .....                        | 3.0%  |
| Native Hawaiian or Other Pacific Islander ..... | 0.1%  |
| Two or More Races.....                          | 0.6%  |
| White.....                                      | 75.3% |

<sup>1</sup> Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of their work schedule.

## TABLE OF CONTENTS

|                              |   |
|------------------------------|---|
| STATISTICAL HIGHLIGHTS ..... | i |
|------------------------------|---|

|                        |    |
|------------------------|----|
| TABLE OF CONTENTS..... | ii |
|------------------------|----|

### SECTION ONE - TRENDS IN THE STATE CLASSIFIED WORK FORCE

|   |      |
|---|------|
| Table 1-1 - Active Classified Employees by Employee Status.....                                   | 1-1  |
| Table 1-2 - Full-Time Equated Position Report by Department .....                                 | 1-5  |
| Table 1-3 - Number and Percent of Active Classified Employees by Department.....                  | 1-9  |
| Table 1-4 - Fiscal Year to Date Average Number of Active Classified Employees by Department ..... | 1-10 |

### SECTION TWO - CHARACTERISTICS OF CLASSIFIED EMPLOYEES

|  |     |
|--|-----|
| Table 2-1 - Average Age, Average Pay Rate, and Longevity Analysis by Department.....                   | 2-1 |
| Table 2-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by Department..... | 2-2 |
| Table 2-10- Age Distribution for Active Classified Employees by Department and Statewide .....         | 2-4 |
| Graph 2-4 - Employment Trend of Job Categories, Fiscal Years 2016-17 through Second Quarter 2021 ....  | 2-5 |
| Table 2-11 - Active Classified Employees by Work County .....  | 2-6 |

### SECTION THREE - EMPLOYEE CONTINUITY OVERVIEW

|  |      |
|--|------|
| Graph 3-1 - Average Years of Service by Department.....  | 3-1  |
| Table 3-1 - Active Classified Employee Distribution by Department and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis ..... | 3-2  |
| Table 3-2 - Statewide Separations by Reason, Second Quarter 2021.....  | 3-24 |
| Table 3-3 - New Hires, Returns and Separations by Department.....  | 3-25 |

### SECTION FOUR - EQUAL EMPLOYMENT OPPORTUNITY REPORTING

### SECTION FIVE - BARGAINING UNIT CHARACTERISTICS

|  |     |
|--|-----|
| Graph 5-1 - Breakdown of State Classified Employment by Bargaining Unit .....  | 5-1 |
| Table 5-1 - Active Employees Paying Union Dues by Bargaining Unit .....  | 5-2 |
| Graph 5-2 - Average Years of Service by Bargaining Unit .....  | 5-3 |
| Table 5-2 - Active Classified Employee Distribution by Bargaining Unit and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis..... | 5-4 |

Table 5-3 - Average Age, Average Pay Rate, and Longevity Analysis by Bargaining Unit ..... 5-20

Table 5-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by  
Bargaining Unit ..... 5-21

Table 5-9 - Bargaining Unit Analysis by Department, Exclusively Represented..... 5-23

Table 5-10- Bargaining Unit Analysis by Department, Non-Exclusively Represented ..... 5-24

**GLOSSARY**

Glossary ..... G-1

## SECTION ONE

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# **TRENDS IN THE STATE CLASSIFIED WORKFORCE**

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay End Date: March 20, 2021

| DEPARTMENT / PROCESS LEVEL           |      | FULL-TIME    | PART-TIME  | PERMANENT-INTERMITTENT | LIMITED-TERM | SEASONAL   | NON CAREER  | WORKERS' COMPENSATION | SUB-TOTAL EMPLOYEES | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |
|--------------------------------------|------|--------------|------------|------------------------|--------------|------------|-------------|-----------------------|---------------------|----------------------|-----------------|
| AGRICULTURE AND RURAL DVLPMNT        | 7901 | 436.0        | 0.0        | 2.0                    | 5.0          | 0.0        | 17.0        | 0.0                   | 460.0               | 0.0                  | 460.0           |
| <b>AGRICULTURE AND RURAL DVLPMNT</b> |      | <b>436.0</b> | <b>0.0</b> | <b>2.0</b>             | <b>5.0</b>   | <b>0.0</b> | <b>17.0</b> | <b>0.0</b>            | <b>460.0</b>        | <b>0.0</b>           | <b>460.0</b>    |
| ATY GNRL CENTRAL OFFICE              | 1101 | 487.0        | 1.0        | 0.0                    | 23.0         | 0.0        | 0.0         | 0.0                   | 511.0               | 0.0                  | 511.0           |
| PACC                                 | 1102 | 10.0         | 0.0        | 0.0                    | 1.0          | 0.0        | 0.0         | 0.0                   | 11.0                | 0.0                  | 11.0            |
| <b>ATTORNEY GENERAL</b>              |      | <b>497.0</b> | <b>1.0</b> | <b>0.0</b>             | <b>24.0</b>  | <b>0.0</b> | <b>0.0</b>  | <b>0.0</b>            | <b>522.0</b>        | <b>0.0</b>           | <b>522.0</b>    |
| LEGISLATIVE AUDITOR GENERAL          | 0301 | 131.0        | 4.0        | 0.0                    | 15.0         | 0.0        | 3.0         | 0.0                   | 153.0               | 0.0                  | 153.0           |
| <b>AUDITOR GENERAL</b>               |      | <b>131.0</b> | <b>4.0</b> | <b>0.0</b>             | <b>15.0</b>  | <b>0.0</b> | <b>3.0</b>  | <b>0.0</b>            | <b>153.0</b>        | <b>0.0</b>           | <b>153.0</b>    |
| CIV RGHT CENTRAL OFFICE              | 1501 | 70.0         | 0.0        | 0.0                    | 1.0          | 0.0        | 0.0         | 0.0                   | 71.0                | 0.0                  | 71.0            |
| <b>CIVIL RIGHTS</b>                  |      | <b>70.0</b>  | <b>0.0</b> | <b>0.0</b>             | <b>1.0</b>   | <b>0.0</b> | <b>0.0</b>  | <b>0.0</b>            | <b>71.0</b>         | <b>0.0</b>           | <b>71.0</b>     |
| CIVIL SERVICE COMMISSION             | 1901 | 411.0        | 0.0        | 2.0                    | 9.0          | 0.0        | 15.0        | 0.0                   | 437.0               | 0.0                  | 437.0           |
| <b>CIVIL SERVICE COMMISSION</b>      |      | <b>411.0</b> | <b>0.0</b> | <b>2.0</b>             | <b>9.0</b>   | <b>0.0</b> | <b>15.0</b> | <b>0.0</b>            | <b>437.0</b>        | <b>0.0</b>           | <b>437.0</b>    |
| DETROIT DETENTION CENTER             | 4754 | 64.0         | 0.0        | 0.0                    | 0.0          | 0.0        | 0.0         | 1.0                   | 65.0                | 0.0                  | 65.0            |
| DOC-ADRIAN/GUS HARRISON FAC          | 4729 | 440.0        | 0.0        | 1.0                    | 1.0          | 0.0        | 0.0         | 2.0                   | 444.0               | 0.0                  | 444.0           |
| DOC-ALGER MAX SECURITY CORRECT       | 4735 | 234.0        | 0.0        | 0.0                    | 1.0          | 0.0        | 0.0         | 3.0                   | 238.0               | 0.0                  | 238.0           |
| DOC-BARAGA FACILITY                  | 4740 | 269.0        | 1.0        | 0.0                    | 1.0          | 0.0        | 0.0         | 1.0                   | 272.0               | 0.0                  | 272.0           |
| DOC-BELLAMY CREEK FACILITY           | 4748 | 396.0        | 0.0        | 0.0                    | 1.0          | 0.0        | 0.0         | 0.0                   | 397.0               | 0.0                  | 397.0           |
| DOC-BROOKS FACTY/MUSKEGON TEMP       | 4730 | 254.0        | 0.0        | 0.0                    | 1.0          | 0.0        | 0.0         | 0.0                   | 255.0               | 0.0                  | 255.0           |
| DOC-CARSON CITY FAC/CARSON CIT       | 4731 | 426.0        | 0.0        | 0.0                    | 1.0          | 0.0        | 1.0         | 1.0                   | 429.0               | 0.0                  | 429.0           |
| DOC-CENTRAL MICHIGAN FACILITY        | 4744 | 418.0        | 0.0        | 0.0                    | 1.0          | 0.0        | 0.0         | 0.0                   | 419.0               | 0.0                  | 419.0           |
| DOC-CHIPPEWA FAC/CHIPPEWA TEM        | 4732 | 439.0        | 1.0        | 0.0                    | 1.0          | 0.0        | 2.0         | 1.0                   | 444.0               | 0.0                  | 444.0           |
| DOC-COOPER STREET FACILITY           | 4752 | 283.0        | 0.0        | 0.0                    | 2.0          | 0.0        | 0.0         | 0.0                   | 285.0               | 0.0                  | 285.0           |
| DOC-CORRECTN CENTRAL OFFICE          | 4702 | 533.0        | 0.0        | 0.0                    | 23.0         | 0.0        | 9.0         | 0.0                   | 565.0               | 0.0                  | 565.0           |
| DOC-COTTON FACILITY                  | 4720 | 348.0        | 0.0        | 0.0                    | 2.0          | 0.0        | 0.0         | 4.0                   | 354.0               | 0.0                  | 354.0           |
| DOC-EGELER FACILITY                  | 4727 | 506.0        | 1.0        | 0.0                    | 0.0          | 0.0        | 0.0         | 2.0                   | 509.0               | 0.0                  | 509.0           |
| DOC-FIELD OPERATION REGION III       | 4763 | 761.0        | 6.0        | 0.0                    | 1.0          | 0.0        | 0.0         | 0.0                   | 768.0               | 0.0                  | 768.0           |
| DOC-FIELD OPERATIONS REGION I        | 4761 | 791.0        | 0.0        | 0.0                    | 2.0          | 0.0        | 0.0         | 0.0                   | 793.0               | 0.0                  | 793.0           |
| DOC-HANDLON MI TRAINING UNT          | 4705 | 295.0        | 0.0        | 0.0                    | 1.0          | 0.0        | 0.0         | 1.0                   | 297.0               | 0.0                  | 297.0           |
| DOC-HURON VALLEY CORR COMPLEX        | 4715 | 544.0        | 1.0        | 0.0                    | 1.0          | 0.0        | 0.0         | 0.0                   | 546.0               | 0.0                  | 546.0           |
| DOC-IONIA MAXIMUM FACILITY           | 4724 | 280.0        | 0.0        | 0.0                    | 1.0          | 0.0        | 0.0         | 1.0                   | 282.0               | 0.0                  | 282.0           |
| DOC-JACKSON CENTRAL REGION           | 4750 | 71.0         | 0.0        | 0.0                    | 0.0          | 0.0        | 0.0         | 0.0                   | 71.0                | 0.0                  | 71.0            |
| DOC-KINROSS CORRECTIONAL FCLTY       | 4712 | 266.0        | 0.0        | 0.0                    | 1.0          | 0.0        | 2.0         | 0.0                   | 269.0               | 0.0                  | 269.0           |
| DOC-LAKELAND MENS FACILITY           | 4718 | 273.0        | 0.0        | 0.0                    | 1.0          | 0.0        | 0.0         | 0.0                   | 274.0               | 0.0                  | 274.0           |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share is halved.

Source: Michigan Civil Service Commission HWWF04

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay End Date: March 20, 2021

| DEPARTMENT / PROCESS LEVEL                   |      | FULL-TIME       | PART-TIME   | PERMANENT-INTERMITTENT | LIMITED-TERM | SEASONAL    | NON CAREER  | WORKERS' COMPENSATION | SUB-TOTAL EMPLOYEES | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |
|--|------|-----------------|-------------|------------------------|--------------|-------------|-------------|-----------------------|---------------------|----------------------|-----------------|
| DOC-MACOMB FACILITY                          | 4741 | 347.0           | 2.0         | 0.0                    | 0.0          | 0.0         | 1.0         | 1.0                   | 351.0               | 0.0                  | 351.0           |
| DOC-MARQUETTE BRANCH PRISON                  | 4706 | 308.0           | 1.0         | 0.0                    | 1.0          | 0.0         | 0.0         | 1.0                   | 311.0               | 0.0                  | 311.0           |
| DOC-MAXEY CORRECTIONAL                       | 4749 | 330.0           | 0.0         | 0.0                    | 1.0          | 0.0         | 0.0         | 1.0                   | 332.0               | 0.0                  | 332.0           |
| DOC-MICHIGAN REFORMATORY                     | 4707 | 287.0           | 0.0         | 0.0                    | 1.0          | 0.0         | 1.0         | 1.0                   | 290.0               | 0.0                  | 290.0           |
| DOC-MICHIGAN STATE INDUSTRIES                | 4709 | 42.0            | 0.0         | 0.0                    | 0.0          | 0.0         | 1.0         | 0.0                   | 43.0                | 0.0                  | 43.0            |
| DOC-MUSKEGON FACILITY                        | 4704 | 213.0           | 0.0         | 0.0                    | 0.0          | 0.0         | 0.0         | 2.0                   | 215.0               | 0.0                  | 215.0           |
| DOC-NEWBERRY FACILITY                        | 4743 | 186.0           | 0.0         | 2.0                    | 1.0          | 0.0         | 0.0         | 0.0                   | 189.0               | 0.0                  | 189.0           |
| DOC-OAKS FACILITY                            | 4739 | 294.0           | 1.0         | 0.0                    | 1.0          | 0.0         | 0.0         | 3.0                   | 299.0               | 0.0                  | 299.0           |
| DOC-PARNALL FACILITY                         | 4751 | 266.0           | 0.0         | 0.0                    | 11.0         | 0.0         | 0.0         | 0.0                   | 277.0               | 0.0                  | 277.0           |
| DOC-SAGINAW FACILITY                         | 4742 | 296.0           | 0.0         | 0.0                    | 0.0          | 0.0         | 1.0         | 0.0                   | 297.0               | 0.0                  | 297.0           |
| DOC-ST. LOUIS FACILITY                       | 4733 | 325.0           | 0.0         | 0.0                    | 2.0          | 0.0         | 0.0         | 2.0                   | 329.0               | 0.0                  | 329.0           |
| DOC-THUMB FACILITY                           | 4725 | 306.0           | 0.0         | 0.0                    | 1.0          | 0.0         | 1.0         | 0.0                   | 308.0               | 0.0                  | 308.0           |
| NTHRN REGION ADMIN AND SUPPORT               | 4714 | 24.0            | 0.0         | 0.0                    | 0.0          | 0.0         | 0.0         | 0.0                   | 24.0                | 0.0                  | 24.0            |
| SOUTHERN REGION - IONIA                      | 4711 | 23.0            | 0.0         | 0.0                    | 0.0          | 0.0         | 0.0         | 1.0                   | 24.0                | 0.0                  | 24.0            |
| <b>CORRECTIONS</b>                           |      | <b>11,138.0</b> | <b>14.0</b> | <b>3.0</b>             | <b>62.0</b>  | <b>0.0</b>  | <b>19.0</b> | <b>29.0</b>           | <b>11,265.0</b>     | <b>0.0</b>           | <b>11,265.0</b> |
| EDUCATION                                    | 3103 | 446.0           | 3.0         | 4.0                    | 13.0         | 34.0        | 12.0        | 0.0                   | 512.0               | 0.0                  | 512.0           |
| <b>EDUCATION</b>                             |      | <b>446.0</b>    | <b>3.0</b>  | <b>4.0</b>             | <b>13.0</b>  | <b>34.0</b> | <b>12.0</b> | <b>0.0</b>            | <b>512.0</b>        | <b>0.0</b>           | <b>512.0</b>    |
| ENVIRON, GREAT LAKES & ENERGY                | 7601 | 1,157.0         | 2.0         | 11.0                   | 25.0         | 0.0         | 19.0        | 0.0                   | 1,214.0             | 0.0                  | 1,214.0         |
| <b>ENVIRONMENT, GREAT LAKES &amp; ENERGY</b> |      | <b>1,157.0</b>  | <b>2.0</b>  | <b>11.0</b>            | <b>25.0</b>  | <b>0.0</b>  | <b>19.0</b> | <b>0.0</b>            | <b>1,214.0</b>      | <b>0.0</b>           | <b>1,214.0</b>  |
| OFFICE OF THE GOVERNOR                       | 0101 | 0.0             | 0.0         | 0.0                    | 71.0         | 0.0         | 2.0         | 0.0                   | 73.0                | 0.0                  | 73.0            |
| <b>EXECUTIVE OFFICE</b>                      |      | <b>0.0</b>      | <b>0.0</b>  | <b>0.0</b>             | <b>71.0</b>  | <b>0.0</b>  | <b>2.0</b>  | <b>0.0</b>            | <b>73.0</b>         | <b>0.0</b>           | <b>73.0</b>     |
| DEPT OF INS AND FIN SERVICE                  | 6501 | 299.0           | 1.0         | 0.0                    | 20.0         | 0.0         | 5.0         | 0.0                   | 325.0               | 0.0                  | 325.0           |
| <b>INSURANCE AND FINANCIAL SERV</b>          |      | <b>299.0</b>    | <b>1.0</b>  | <b>0.0</b>             | <b>20.0</b>  | <b>0.0</b>  | <b>5.0</b>  | <b>0.0</b>            | <b>325.0</b>        | <b>0.0</b>           | <b>325.0</b>    |
| LEO - LABOR & ECON OPPORTUNITY               | 1801 | 1,694.0         | 1.0         | 0.0                    | 498.0        | 37.0        | 19.0        | 0.0                   | 2,249.0             | 0.0                  | 2,249.0         |
| LEO - LANDBANK AUTHORITY                     | 1802 | 7.0             | 0.0         | 0.0                    | 2.0          | 0.0         | 0.0         | 0.0                   | 9.0                 | 0.0                  | 9.0             |
| LEO - MSF-MEDC                               | 1804 | 111.0           | 0.0         | 0.0                    | 0.0          | 0.0         | 1.0         | 0.0                   | 112.0               | 0.0                  | 112.0           |
| LEO - MSHDA                                  | 1803 | 231.0           | 2.0         | 2.0                    | 7.0          | 0.0         | 7.0         | 0.0                   | 249.0               | 0.0                  | 249.0           |
| <b>LABOR &amp; ECONOMIC OPPORTUNITY</b>      |      | <b>2,043.0</b>  | <b>3.0</b>  | <b>2.0</b>             | <b>507.0</b> | <b>37.0</b> | <b>27.0</b> | <b>0.0</b>            | <b>2,619.0</b>      | <b>0.0</b>           | <b>2,619.0</b>  |
| LICENSING & REGULATORY AFFAIRS               | 6401 | 1,489.0         | 2.0         | 11.0                   | 24.0         | 0.0         | 17.0        | 1.0                   | 1,544.0             | 0.0                  | 1,544.0         |
| <b>LICENSING &amp; REGULATORY AFFAIRS</b>    |      | <b>1,489.0</b>  | <b>2.0</b>  | <b>11.0</b>            | <b>24.0</b>  | <b>0.0</b>  | <b>17.0</b> | <b>1.0</b>            | <b>1,544.0</b>      | <b>0.0</b>           | <b>1,544.0</b>  |
| MDHHS-CARO CENTER                            | 3902 | 311.0           | 0.0         | 2.0                    | 68.0         | 0.0         | 0.0         | 4.0                   | 385.0               | 0.0                  | 385.0           |
| MDHHS-COM HEALTH CENTRAL OFF                 | 3901 | 1,521.0         | 0.0         | 3.0                    | 31.0         | 0.0         | 9.0         | 0.0                   | 1,564.0             | 0.0                  | 1,564.0         |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share is halved.

Source: Michigan Civil Service Commission HWF04

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay End Date: March 20, 2021

| DEPARTMENT / PROCESS LEVEL            |      | FULL-TIME       | PART-TIME   | PERMANENT-INTERMITTENT | LIMITED-TERM | SEASONAL     | NON CAREER   | WORKERS' COMPENSATION | SUB-TOTAL EMPLOYEES | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |
|---------------------------------------|------|-----------------|-------------|------------------------|--------------|--------------|--------------|-----------------------|---------------------|----------------------|-----------------|
| MDHHS-CTR FORENSIC PSYCHIATRY         | 3920 | 563.0           | 1.0         | 0.0                    | 2.0          | 0.0          | 4.0          | 4.0                   | 574.0               | 0.0                  | 574.0           |
| MDHHS-HAWTHORN CTR NORTHVILLE         | 3906 | 223.0           | 0.0         | 0.0                    | 6.0          | 0.0          | 0.0          | 6.0                   | 235.0               | 0.0                  | 235.0           |
| MDHHS-KALAMAZOO PSYCHIATRIC HS        | 3909 | 393.0           | 0.0         | 0.0                    | 47.0         | 0.0          | 1.0          | 5.0                   | 446.0               | 0.0                  | 446.0           |
| MDHHS-OFF OF THE INSPECTOR GEN        | 3947 | 48.0            | 0.0         | 0.0                    | 0.0          | 0.0          | 2.0          | 0.0                   | 50.0                | 0.0                  | 50.0            |
| MDHHS-WALTER P.REUTHER PSY HS         | 3945 | 372.0           | 1.0         | 12.0                   | 3.0          | 0.0          | 4.0          | 0.0                   | 392.0               | 0.0                  | 392.0           |
| <b>MDHHS - COMMUNITY HEALTH</b>       |      | <b>3,431.0</b>  | <b>2.0</b>  | <b>17.0</b>            | <b>157.0</b> | <b>0.0</b>   | <b>20.0</b>  | <b>19.0</b>           | <b>3,646.0</b>      | <b>0.0</b>           | <b>3,646.0</b>  |
| MDHHS-BERRIEN COUNTY                  | 4322 | 142.0           | 0.0         | 0.0                    | 3.0          | 0.0          | 0.0          | 0.0                   | 145.0               | 0.0                  | 145.0           |
| MDHHS-CALHOUN COUNTY                  | 4323 | 155.0           | 0.0         | 0.0                    | 3.0          | 0.0          | 0.0          | 0.0                   | 158.0               | 0.0                  | 158.0           |
| MDHHS-COUNTIES                        | 4308 | 2,677.0         | 0.0         | 0.0                    | 66.0         | 10.0         | 0.0          | 1.0                   | 2,754.0             | 0.0                  | 2,754.0         |
| MDHHS-DPT OF HUMAN SVC CNTL OF        | 4301 | 2,272.0         | 0.0         | 4.0                    | 75.0         | 0.0          | 9.0          | 0.0                   | 2,360.0             | 0.0                  | 2,360.0         |
| MDHHS-GENESEE COUNTY                  | 4302 | 427.0           | 0.0         | 0.0                    | 35.0         | 0.0          | 0.0          | 0.0                   | 462.0               | 0.0                  | 462.0           |
| MDHHS-INGHAM COUNTY                   | 4312 | 240.0           | 0.0         | 0.0                    | 13.0         | 0.0          | 0.0          | 0.0                   | 253.0               | 0.0                  | 253.0           |
| MDHHS-INSTITUTIONS                    | 4307 | 60.0            | 0.0         | 27.0                   | 0.0          | 0.0          | 0.0          | 2.0                   | 89.0                | 0.0                  | 89.0            |
| MDHHS-JACKSON COUNTY                  | 4315 | 154.0           | 0.0         | 0.0                    | 15.0         | 0.0          | 0.0          | 0.0                   | 169.0               | 0.0                  | 169.0           |
| MDHHS-KALAMAZOO COUNTY                | 4314 | 244.0           | 0.0         | 0.0                    | 3.0          | 0.0          | 0.0          | 0.0                   | 247.0               | 0.0                  | 247.0           |
| MDHHS-KENT COUNTY                     | 4303 | 427.0           | 0.0         | 0.0                    | 7.0          | 5.0          | 0.0          | 0.0                   | 439.0               | 0.0                  | 439.0           |
| MDHHS-MACOMB COUNTY                   | 4304 | 447.0           | 0.0         | 0.0                    | 0.0          | 0.0          | 0.0          | 0.0                   | 447.0               | 4.5                  | 442.5           |
| MDHHS-MUSKEGON COUNTY                 | 4324 | 219.0           | 0.0         | 0.0                    | 3.0          | 0.0          | 0.0          | 0.0                   | 222.0               | 0.0                  | 222.0           |
| MDHHS-OAKLAND COUNTY                  | 4305 | 476.0           | 0.0         | 0.0                    | 29.0         | 0.0          | 0.0          | 0.0                   | 505.0               | 0.0                  | 505.0           |
| MDHHS-SAGINAW COUNTY                  | 4313 | 164.0           | 0.0         | 0.0                    | 6.0          | 0.0          | 0.0          | 1.0                   | 171.0               | 0.0                  | 171.0           |
| MDHHS-WASHTENAW                       | 4325 | 145.0           | 0.0         | 0.0                    | 4.0          | 0.0          | 0.0          | 0.0                   | 149.0               | 0.0                  | 149.0           |
| MDHHS-WAYNE COUNTY DSS                | 4306 | 84.0            | 0.0         | 0.0                    | 8.0          | 0.0          | 0.0          | 0.0                   | 92.0                | 0.0                  | 92.0            |
| MDHHS-WAYNE COUNTY O.C.Y.S.           | 4320 | 606.0           | 0.0         | 0.0                    | 0.0          | 0.0          | 0.0          | 0.0                   | 606.0               | 0.0                  | 606.0           |
| MDHHS-WAYNE COUNTY ZONE 3             | 4318 | 441.0           | 0.0         | 0.0                    | 7.0          | 0.0          | 0.0          | 0.0                   | 448.0               | 0.0                  | 448.0           |
| MDHHS-WAYNE COUNTY ZONE 4             | 4319 | 382.0           | 0.0         | 0.0                    | 4.0          | 0.0          | 0.0          | 0.0                   | 386.0               | 0.0                  | 386.0           |
| MDHHS-WAYNE COUNTY ZONE L             | 4316 | 321.0           | 0.0         | 0.0                    | 6.0          | 0.0          | 0.0          | 0.0                   | 327.0               | 0.0                  | 327.0           |
| <b>MDHHS - HUMAN SERVICES</b>         |      | <b>10,083.0</b> | <b>0.0</b>  | <b>31.0</b>            | <b>287.0</b> | <b>15.0</b>  | <b>9.0</b>   | <b>4.0</b>            | <b>10,429.0</b>     | <b>4.5</b>           | <b>10,424.5</b> |
| MICHIGAN VETERAN HOMES                | 5105 | 312.0           | 10.0        | 13.0                   | 5.0          | 1.0          | 2.0          | 0.0                   | 343.0               | 0.5                  | 342.5           |
| MIL AFFR CENTRAL OFFICE               | 5101 | 339.0           | 3.0         | 9.0                    | 26.0         | 7.0          | 9.0          | 0.0                   | 393.0               | 0.0                  | 393.0           |
| <b>MILITARY &amp; VETERAN AFFAIRS</b> |      | <b>651.0</b>    | <b>13.0</b> | <b>22.0</b>            | <b>31.0</b>  | <b>8.0</b>   | <b>11.0</b>  | <b>0.0</b>            | <b>736.0</b>        | <b>0.5</b>           | <b>735.5</b>    |
| DNR-NATURAL RESOURCES                 | 7501 | 1,382.0         | 1.0         | 51.0                   | 16.0         | 120.0        | 117.0        | 0.0                   | 1,687.0             | 0.0                  | 1,687.0         |
| <b>NATURAL RESOURCES</b>              |      | <b>1,382.0</b>  | <b>1.0</b>  | <b>51.0</b>            | <b>16.0</b>  | <b>120.0</b> | <b>117.0</b> | <b>0.0</b>            | <b>1,687.0</b>      | <b>0.0</b>           | <b>1,687.0</b>  |
| DEPARTMENT OF STATE                   | 2301 | 1,224.0         | 0.0         | 58.0                   | 40.0         | 0.0          | 0.0          | 0.0                   | 1,322.0             | 0.0                  | 1,322.0         |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share is halved.

Source: Michigan Civil Service Commission HWF04



**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

**Pay End Date: March 20, 2021**

| DEPARTMENT / PROCESS LEVEL                 |      | FULL-TIME       | PART-TIME   | PERMANENT-INTERMITTENT | LIMITED-TERM   | SEASONAL     | NON CAREER   | WORKERS' COMPENSATION | SUB-TOTAL EMPLOYEES | JOB SHARE ADJUSTMENT | TOTAL EMPLOYEES |
|--|------|-----------------|-------------|------------------------|----------------|--------------|--------------|-----------------------|---------------------|----------------------|-----------------|
| <b>STATE</b>                               |      | <b>1,224.0</b>  | <b>0.0</b>  | <b>58.0</b>            | <b>40.0</b>    | <b>0.0</b>   | <b>0.0</b>   | <b>0.0</b>            | <b>1,322.0</b>      | <b>0.0</b>           | <b>1,322.0</b>  |
| STATE POLICE                               | 5501 | 2,913.0         | 5.0         | 5.0                    | 57.0           | 0.0          | 6.0          | 8.0                   | 2,994.0             | 0.0                  | 2,994.0         |
| <b>STATE POLICE</b>                        |      | <b>2,913.0</b>  | <b>5.0</b>  | <b>5.0</b>             | <b>57.0</b>    | <b>0.0</b>   | <b>6.0</b>   | <b>8.0</b>            | <b>2,994.0</b>      | <b>0.0</b>           | <b>2,994.0</b>  |
| DTMB-CHIEF COMPLIANCE OFF                  | 0741 | 0.0             | 0.0         | 0.0                    | 1.0            | 0.0          | 0.0          | 0.0                   | 1.0                 | 0.0                  | 1.0             |
| TECH, MGMT AND BUDGET - IT                 | 0801 | 1,711.0         | 0.0         | 0.0                    | 33.0           | 0.0          | 31.0         | 0.0                   | 1,775.0             | 0.0                  | 1,775.0         |
| TECH, MGMT AND BUDGET - MB                 | 0701 | 1,019.0         | 7.0         | 3.0                    | 38.0           | 0.0          | 16.0         | 0.0                   | 1,083.0             | 0.0                  | 1,083.0         |
| <b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b> |      | <b>2,730.0</b>  | <b>7.0</b>  | <b>3.0</b>             | <b>72.0</b>    | <b>0.0</b>   | <b>47.0</b>  | <b>0.0</b>            | <b>2,859.0</b>      | <b>0.0</b>           | <b>2,859.0</b>  |
| BRIDGE AUTHORITIES-INTERNATION             | 5903 | 28.0            | 0.0         | 0.0                    | 1.0            | 0.0          | 15.0         | 0.0                   | 44.0                | 0.0                  | 44.0            |
| BRIDGE AUTHORITIES-MACKINAC                | 5902 | 39.0            | 0.0         | 28.0                   | 13.0           | 0.0          | 3.0          | 1.0                   | 84.0                | 0.0                  | 84.0            |
| TRANSPORTATION CENTRAL OFFICE              | 5901 | 2,332.0         | 2.0         | 12.0                   | 151.0          | 8.0          | 98.0         | 1.0                   | 2,604.0             | 0.5                  | 2,603.5         |
| <b>TRANSPORTATION</b>                      |      | <b>2,399.0</b>  | <b>2.0</b>  | <b>40.0</b>            | <b>165.0</b>   | <b>8.0</b>   | <b>116.0</b> | <b>2.0</b>            | <b>2,732.0</b>      | <b>0.5</b>           | <b>2,731.5</b>  |
| BUREAU OF STATE LOTTERY                    | 2795 | 178.0           | 0.0         | 0.0                    | 1.0            | 0.0          | 23.0         | 0.0                   | 202.0               | 0.0                  | 202.0           |
| GAMING CONTROL                             | 2707 | 119.0           | 0.0         | 3.0                    | 4.0            | 0.0          | 1.0          | 0.0                   | 127.0               | 0.0                  | 127.0           |
| STATE BUILDING AUTHORITY                   | 2704 | 2.0             | 0.0         | 0.0                    | 0.0            | 0.0          | 0.0          | 0.0                   | 2.0                 | 0.0                  | 2.0             |
| TREASURY CENTRAL PAYROLL                   | 2701 | 1,233.0         | 0.0         | 1.0                    | 39.0           | 0.0          | 0.0          | 0.0                   | 1,273.0             | 0.0                  | 1,273.0         |
| <b>TREASURY</b>                            |      | <b>1,532.0</b>  | <b>0.0</b>  | <b>4.0</b>             | <b>44.0</b>    | <b>0.0</b>   | <b>24.0</b>  | <b>0.0</b>            | <b>1,604.0</b>      | <b>0.0</b>           | <b>1,604.0</b>  |
| <b>STATEWIDE TOTAL</b>                     |      | <b>44,462.0</b> | <b>60.0</b> | <b>266.0</b>           | <b>1,645.0</b> | <b>222.0</b> | <b>486.0</b> | <b>63.0</b>           | <b>47,204.0</b>     | <b>5.5</b>           | <b>47,198.5</b> |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share is halved

# STATE OF MICHIGAN

Table 1-2

## Full-Time Equated Position Report by Department

| DEPARTMENT                           | FTE Positions<br>Fiscal Year 2021<br>Appropriated<br>(A) | FTE Positions<br>3/20/2021<br>(B) | FTE Positions<br>12/26/2020<br>(C) | Difference<br>3/20/2021 and<br>12/26/2020<br>(B-C) | Difference<br>3/20/2021 and<br>Appropriated<br>(B-A) |
|--------------------------------------|--|-----------------------------------|------------------------------------|--|--|
| <b>AGRICULTURE AND RURAL DVLPMNT</b> |  |                                   |                                    |  |  |
| Regular                              | 519.0  | 452.3                             | 441.2                              | 11.1   | -66.7  |
| Overtime                             | 0.0  | 0.6                               | 0.0                                | 0.6  | 0.6  |
| Total                                | 519.0  | 452.9                             | 441.2                              | 11.7   | -66.1  |
| <b>ATTORNEY GENERAL</b>              |  |                                   |                                    |  |  |
| Regular                              | 537.4  | 523.4                             | 510.1                              | 13.3   | -14.0  |
| Overtime                             | 0.0  | 0.1                               | 0.3                                | -0.2   | 0.1  |
| Total                                | 537.4  | 523.5                             | 510.4                              | 13.0   | -13.9  |
| <b>AUDITOR GENERAL</b>               |  |                                   |                                    |  |  |
| Regular                              | 0.0  | 153.7                             | 155.3                              | -1.6   | 153.7  |
| Overtime                             | 0.0  | 0.6                               | 0.3                                | 0.3  | 0.6  |
| Total                                | 0.0  | 154.3                             | 155.6                              | -1.3   | 154.3  |
| <b>CIVIL RIGHTS</b>                  |  |                                   |                                    |  |  |
| Regular                              | 110.0  | 75.8                              | 78.3                               | -2.5   | -34.2  |
| Overtime                             | 0.0  | 0.1                               | 0.1                                | 0.0  | 0.1  |
| Total                                | 110.0  | 75.9                              | 78.4                               | -2.5   | -34.1  |
| <b>CIVIL SERVICE COMMISSION</b>      |  |                                   |                                    |  |  |
| Regular                              | 459.0  | 422.7                             | 431.8                              | -9.1   | -36.3  |
| Overtime                             | 0.0  | 1.8                               | 1.4                                | 0.4  | 1.8  |
| Total                                | 459.0  | 424.5                             | 433.1                              | -8.7   | -34.5  |
| <b>CORRECTIONS</b>                   |  |                                   |                                    |  |  |
| Regular                              | 13,686.8   | 11,231.1                          | 11,659.4                           | -428.3   | -2,455.7   |
| Overtime                             | 0.0  | 794.0                             | 1,601.2                            | -807.2   | 794.0  |
| Total                                | 13,686.8   | 12,025.1                          | 13,260.6                           | -1,235.5   | -1,661.7   |

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

# STATE OF MICHIGAN

Table 1-2

## Full-Time Equated Position Report by Department

| DEPARTMENT                               | FTE Positions<br>Fiscal Year 2021<br>Appropriated<br>(A) | FTE Positions<br>3/20/2021<br>(B) | FTE Positions<br>12/26/2020<br>(C) | Difference<br>3/20/2021 and<br>12/26/2020<br>(B-C) | Difference<br>3/20/2021 and<br>Appropriated<br>(B-A) |
|--|--|-----------------------------------|------------------------------------|--|--|
| <b>EDUCATION</b>                         |  |                                   |                                    |  |  |
| Regular                                  | 614.5  | 502.8                             | 492.2                              | 10.5   | -111.7   |
| Overtime                                 | 0.0  | 0.0                               | 0.0                                | 0.0  | 0.0  |
| Total                                    | 614.5  | 502.8                             | 492.2                              | 10.5   | -111.7   |
| <b>ENVIRON, GREAT LAKES &amp; ENERGY</b> |  |                                   |                                    |  |  |
| Regular                                  | 1,418.0  | 1,188.0                           | 1,181.4                            | 6.6  | -230.0   |
| Overtime                                 | 0.0  | 2.3                               | 2.5                                | -0.2   | 2.3  |
| Total                                    | 1,418.0  | 1,190.2                           | 1,183.9                            | 6.4  | -227.8   |
| <b>EXECUTIVE OFFICE</b>                  |  |                                   |                                    |  |  |
| Regular                                  | 79.2   | 94.5                              | 88.4                               | 6.0  | 15.3   |
| Overtime                                 | 0.0  | 0.0                               | 0.0                                | 0.0  | 0.0  |
| Total                                    | 79.2   | 94.5                              | 88.4                               | 6.0  | 15.3   |
| <b>INSURANCE AND FINANCIAL SERV</b>      |  |                                   |                                    |  |  |
| Regular                                  | 372.5  | 322.8                             | 312.8                              | 10.0   | -49.7  |
| Overtime                                 | 0.0  | 0.3                               | 0.3                                | -0.1   | 0.3  |
| Total                                    | 372.5  | 323.0                             | 313.1                              | 9.9  | -49.5  |
| <b>LABOR &amp; ECONOMIC OPPORTUNITY</b>  |  |                                   |                                    |  |  |
| Regular                                  | 2,545.4  | 2,653.0                           | 2,556.5                            | 96.5   | 107.6  |
| Overtime                                 | 0.0  | 238.9                             | 142.8                              | 96.1   | 238.9  |
| Total                                    | 2,545.4  | 2,892.0                           | 2,699.3                            | 192.7  | 346.6  |
| <b>LICENSING AND REGULATORY AFF</b>      |  |                                   |                                    |  |  |
| Regular                                  | 1,827.9  | 1,528.7                           | 1,531.5                            | -2.7   | -299.2   |
| Overtime                                 | 0.0  | 9.8                               | 2.2                                | 7.5  | 9.8  |
| Total                                    | 1,827.9  | 1,538.5                           | 1,533.7                            | 4.8  | -289.4   |
| <b>MDHHS - COMMUNITY HEALTH</b>          |  |                                   |                                    |  |  |
| Regular                                  | 4,076.2  | 3,590.7                           | 3,652.5                            | -61.8  | -485.5   |
| Overtime                                 | 0.0  | 201.9                             | 294.3                              | -92.4  | 201.9  |
| Total                                    | 4,076.2  | 3,792.6                           | 3,946.8                            | -154.2   | -283.6   |

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

# STATE OF MICHIGAN

Table 1-2

## Full-Time Equated Position Report by Department

| DEPARTMENT                            | FTE Positions<br>Fiscal Year 2021<br>Appropriated<br>(A) | FTE Positions<br>3/20/2021<br>(B) | FTE Positions<br>12/26/2020<br>(C) | Difference<br>3/20/2021 and<br>12/26/2020<br>(B-C) | Difference<br>3/20/2021 and<br>Appropriated<br>(B-A) |
|---------------------------------------|--|-----------------------------------|------------------------------------|--|--|
| <b>MDHHS - HUMAN SERVICES</b>         |  |                                   |                                    |  |  |
| Regular                               | 11,404.8   | 10,309.8                          | 10,245.3                           | 64.4   | -1,095.0   |
| Overtime                              | 0.0  | 70.7                              | 80.8                               | -10.1  | 70.7   |
| Total                                 | 11,404.8   | 10,380.5                          | 10,326.2                           | 54.3   | -1,024.3   |
| <b>MILITARY &amp; VETERAN AFFAIRS</b> |  |                                   |                                    |  |  |
| Regular                               | 1,052.5  | 716.6                             | 727.8                              | -11.2  | -335.9   |
| Overtime                              | 0.0  | 19.8                              | 31.1                               | -11.3  | 19.8   |
| Total                                 | 1,052.5  | 736.4                             | 758.9                              | -22.5  | -316.1   |
| <b>NATURAL RESOURCES</b>              |  |                                   |                                    |  |  |
| Regular                               | 2,346.1  | 1,590.8                           | 1,512.4                            | 78.4   | -755.3   |
| Overtime                              | 0.0  | 37.3                              | 7.1                                | 30.2   | 37.3   |
| Total                                 | 2,346.1  | 1,628.2                           | 1,519.5                            | 108.7  | -717.9   |
| <b>STATE</b>                          |  |                                   |                                    |  |  |
| Regular                               | 1,586.0  | 1,309.0                           | 1,304.1                            | 4.9  | -277.0   |
| Overtime                              | 0.0  | 6.1                               | 4.1                                | 2.1  | 6.1  |
| Total                                 | 1,586.0  | 1,315.1                           | 1,308.1                            | 6.9  | -270.9   |
| <b>STATE POLICE</b>                   |  |                                   |                                    |  |  |
| Regular                               | 3,596.0  | 2,945.3                           | 2,912.7                            | 32.6   | -650.7   |
| Overtime                              | 0.0  | 200.3                             | 246.7                              | -46.4  | 200.3  |
| Total                                 | 3,596.0  | 3,145.6                           | 3,159.4                            | -13.8  | -450.4   |
| <b>TECH, MGMT AND BUDGET</b>          |  |                                   |                                    |  |  |
| Regular                               | 2,674.0  | 2,811.6                           | 2,817.8                            | -6.2   | 137.6  |
| Overtime                              | 0.0  | 26.4                              | 19.0                               | 7.4  | 26.4   |
| Total                                 | 2,674.0  | 2,838.0                           | 2,836.8                            | 1.2  | 164.0  |
| <b>TRANSPORTATION</b>                 |  |                                   |                                    |  |  |
| Regular                               | 2,818.3  | 2,631.5                           | 2,633.1                            | -1.6   | -186.8   |
| Overtime                              | 0.0  | 66.8                              | 60.6                               | 6.2  | 66.8   |
| Total                                 | 2,818.3  | 2,698.3                           | 2,693.7                            | 4.6  | -120.0   |

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

# STATE OF MICHIGAN

Table 1-2

## Full-Time Equated Position Report by Department

| DEPARTMENT              | FTE Positions<br>Fiscal Year 2021<br>Appropriated<br>(A) | FTE Positions<br>3/20/2021<br>(B) | FTE Positions<br>12/26/2020<br>(C) | Difference<br>3/20/2021 and<br>12/26/2020<br>(B-C) | Difference<br>3/20/2021 and<br>Appropriated<br>(B-A) |
|-------------------------|--|-----------------------------------|------------------------------------|--|--|
| <b>TREASURY</b>         |  |                                   |                                    |  |  |
| Regular                 | 1,924.5  | 1,579.9                           | 1,569.5                            | 10.4   | -344.6   |
| Overtime                | 0.0  | 2.8                               | 4.5                                | -1.7   | 2.8  |
| Total                   | 1,924.5  | 1,582.7                           | 1,574.0                            | 8.7  | -341.8   |
| <b>STATEWIDE TOTALS</b> |  |                                   |                                    |  |  |
| Total Regular           | 53,648.1   | 46,633.9                          | 46,814.0                           | -180.2   | -7,014.2   |
| Total Overtime          | 0.0  | 1,680.6                           | 2,499.4                            | -818.8   | 1,680.6  |
| Grand Total             | 53,648.1   | 48,314.5                          | 49,313.4                           | -999.0   | -5,333.6   |

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

# STATE OF MICHIGAN

Table 1-3

## NUMBER AND PERCENT OF ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT PRIOR AND CURRENT PAY END DATES

|                                   | December 26, 2020   |                                       | March 20, 2021      |                                       |
|-----------------------------------|---------------------|---------------------------------------|---------------------|---------------------------------------|
| Department                        | Number of Employees | Percent of Total Classified Employees | Number of Employees | Percent of Total Classified Employees |
| AGRICULTURE AND RURAL DVLPMT      | 460.0               | 1.0 %                                 | 460.0               | 1.0 %                                 |
| ATTORNEY GENERAL                  | 517.0               | 1.1 %                                 | 522.0               | 1.1 %                                 |
| AUDITOR GENERAL                   | 156.0               | 0.3 %                                 | 153.0               | 0.3 %                                 |
| CIVIL RIGHTS                      | 74.0                | 0.2 %                                 | 71.0                | 0.2 %                                 |
| CIVIL SERVICE COMMISSION          | 449.0               | 0.9 %                                 | 437.0               | 0.9 %                                 |
| CORRECTIONS                       | 11,331.0            | 24.0 %                                | 11,265.0            | 23.9 %                                |
| EDUCATION                         | 506.0               | 1.1 %                                 | 512.0               | 1.1 %                                 |
| ENVIRONMENT, GREAT LAKES & ENERGY | 1,207.5             | 2.6 %                                 | 1,214.0             | 2.6 %                                 |
| EXECUTIVE OFFICE                  | 75.0                | 0.2 %                                 | 73.0                | 0.2 %                                 |
| INSURANCE AND FINANCIAL SERV      | 317.0               | 0.7 %                                 | 325.0               | 0.7 %                                 |
| LABOR & ECONOMIC OPPORTUNITY      | 2,556.0             | 5.4 %                                 | 2,619.0             | 5.5 %                                 |
| LICENSING & REGULATORY AFFAIRS    | 1,554.0             | 3.3 %                                 | 1,544.0             | 3.3 %                                 |
| MDHHS-COMMUNITY HEALTH            | 3,661.0             | 7.7 %                                 | 3,646.0             | 7.7 %                                 |
| MDHHS-HUMAN SERVICES              | 10,471.0            | 22.1 %                                | 10,424.5            | 22.1 %                                |
| MILITARY & VETERAN AFFAIRS        | 750.5               | 1.6 %                                 | 735.5               | 1.5 %                                 |
| NATURAL RESOURCES                 | 1,626.0             | 3.4 %                                 | 1,687.0             | 3.6 %                                 |
| STATE                             | 1,345.0             | 2.8 %                                 | 1,322.0             | 2.8 %                                 |
| STATE POLICE                      | 2,975.0             | 6.3 %                                 | 2,994.0             | 6.3 %                                 |
| TECHNOLOGY, MANAGEMENT & BUDGET   | 2,904.0             | 6.1 %                                 | 2,859.0             | 6.0 %                                 |
| TRANSPORTATION                    | 2,765.5             | 5.8 %                                 | 2,731.5             | 5.8 %                                 |
| TREASURY                          | 1,604.0             | 3.4 %                                 | 1,604.0             | 3.4 %                                 |
| <b>TOTAL:</b>                     | <b>47,304.5</b>     | <b>100.0 %</b>                        | <b>47,198.5</b>     | <b>100.0 %</b>                        |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation. For this report, the actual number of employees who job share is halved.

Statewide, the number of classified employees decreased by 106 from December 26, 2020 to March 20, 2021.

**STATE OF MICHIGAN**  
**FISCAL YEAR TO DATE AVERAGE NUMBER OF ACTIVE CLASSIFIED EMPLOYEES**  
**BY DEPARTMENT**

**Pay End Date: March 20, 2021**

| Department                        | Number<br>of Pay<br>Periods | FYTD Average<br>Number of<br>Employees |
|-----------------------------------|-----------------------------|--|
| AGRICULTURE AND RURAL DVLPMNT     | 13                          | 451.5                                  |
| ATTORNEY GENERAL                  | 13                          | 518.6                                  |
| AUDITOR GENERAL                   | 13                          | 151.2                                  |
| CIVIL RIGHTS                      | 13                          | 74.8                                   |
| CIVIL SERVICE COMMISSION          | 13                          | 432.8                                  |
| CORRECTIONS                       | 13                          | 11,366.0                               |
| EDUCATION                         | 13                          | 494.1                                  |
| ENVIRONMENT, GREAT LAKES & ENERGY | 13                          | 1,193.0                                |
| EXECUTIVE OFFICE                  | 13                          | 69.6                                   |
| INSURANCE AND FINANCIAL SERV      | 13                          | 312.2                                  |
| LABOR & ECONOMIC OPPORTUNITY      | 13                          | 2,549.4                                |
| LICENSING & REGULATORY AFFAIRS    | 13                          | 1,523.8                                |
| MDHHS-COMMUNITY HEALTH            | 13                          | 3,629.4                                |
| MDHHS-HUMAN SERVICES              | 13                          | 10,456.4                               |
| MILITARY & VETERAN AFFAIRS        | 13                          | 739.4                                  |
| NATURAL RESOURCES                 | 13                          | 1,572.1                                |
| STATE                             | 13                          | 1,337.9                                |
| STATE POLICE                      | 13                          | 2,963.0                                |
| TECHNOLOGY, MANAGEMENT & BUDGET   | 13                          | 2,857.2                                |
| TRANSPORTATION                    | 13                          | 2,601.3                                |
| TREASURY                          | 13                          | 1,585.8                                |
| <b>Sum:</b>                       |                             | <b>46,879.6</b>                        |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. Currently, these positions represent 85.4 percent of all noncareer appointments. For this report, the number of employees who job share are halved. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to one employee.

## SECTION TWO

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# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**



# STATE OF MICHIGAN

Table 2-1

## AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay End Date: March 20, 2021

| DEPARTMENT                        | Number of Employees | Percent of Classified Employees | Average Age | Average Pay Rate | Count of Employees Eligible for Longevity | Percent of Department Eligible for Longevity |
|-----------------------------------|---------------------|---------------------------------|-------------|------------------|---|--|
| AGRICULTURE AND RURAL DVLPMNT     | 460                 | 1.0 %                           | 46.1        | \$34.55          | 304                                       | 66.1 %                                       |
| ATTORNEY GENERAL                  | 522                 | 1.1 %                           | 47.3        | \$44.91          | 302                                       | 57.9 %                                       |
| AUDITOR GENERAL                   | 153                 | 0.3 %                           | 40.0        | \$41.89          | 87  | 56.9 %                                       |
| CIVIL RIGHTS                      | 71                  | 0.2 %                           | 48.1        | \$35.94          | 60  | 84.5 %                                       |
| CIVIL SERVICE COMMISSION          | 437                 | 0.9 %                           | 45.2        | \$34.99          | 302                                       | 69.1 %                                       |
| CORRECTIONS                       | 11,265              | 23.9 %                          | 44.1        | \$28.84          | 7,432                                     | 66.0 %                                       |
| EDUCATION                         | 512                 | 1.1 %                           | 49.8        | \$38.76          | 335                                       | 65.4 %                                       |
| ENVIRONMENT, GREAT LAKES & ENERGY | 1,214               | 2.6 %                           | 46.3        | \$36.10          | 806                                       | 66.4 %                                       |
| EXECUTIVE OFFICE                  | 73                  | 0.2 %                           | 35.8        | \$35.29          | 7   | 9.6 %  |
| INSURANCE AND FINANCIAL SERV      | 325                 | 0.7 %                           | 43.7        | \$38.47          | 221                                       | 68.0 %                                       |
| LABOR & ECONOMIC OPPORTUNITY      | 2,619               | 5.5 %                           | 47.9        | \$31.68          | 1,570                                     | 59.9 %                                       |
| LICENSING & REGULATORY AFFAIRS    | 1,544               | 3.3 %                           | 46.7        | \$35.83          | 1,012                                     | 65.5 %                                       |
| MDHHS - COMMUNITY HEALTH          | 3,646               | 7.7 %                           | 46.2        | \$32.47          | 2,049                                     | 56.2 %                                       |
| MDHHS - HUMAN SERVICES            | 10,429              | 22.1 %                          | 44.1        | \$29.53          | 6,847                                     | 65.7 %                                       |
| MILITARY & VETERAN AFFAIRS        | 736                 | 1.6 %                           | 47.6        | \$28.17          | 422                                       | 57.3 %                                       |
| NATURAL RESOURCES                 | 1,687               | 3.6 %                           | 44.6        | \$30.69          | 1,158                                     | 68.6 %                                       |
| STATE                             | 1,322               | 2.8 %                           | 44.6        | \$27.46          | 762                                       | 57.6 %                                       |
| STATE POLICE                      | 2,994               | 6.3 %                           | 40.1        | \$33.85          | 1,991                                     | 66.5 %                                       |
| TECHNOLOGY, MANAGEMENT & BUDGET   | 2,859               | 6.1 %                           | 47.9        | \$37.55          | 1,969                                     | 68.9 %                                       |
| TRANSPORTATION                    | 2,732               | 5.8 %                           | 47.0        | \$32.31          | 1,792                                     | 65.6 %                                       |
| TREASURY                          | 1,604               | 3.4 %                           | 46.9        | \$34.69          | 1,077                                     | 67.1 %                                       |
| <b>STATEWIDE TOTALS:</b>          | <b>47,204</b>       | <b>100.0 %</b>                  | <b>45.1</b> | <b>\$31.64</b>   | <b>30,505</b>                             | <b>64.6 %</b>                                |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Noncareer positions are not eligible for longevity and are not included in those counts.

Source: Michigan Civil Service Commission HWF24

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES**  
**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT**

Pay End Date: March 20, 2021

| Department                        | Total<br>Employees<br>Enrolled | Health Insurance             |             |               |             |                        |            |               |            | Dental Insurance             |             |                      |            |
|-----------------------------------|--------------------------------|------------------------------|-------------|---------------|-------------|------------------------|------------|---------------|------------|------------------------------|-------------|----------------------|------------|
|                                   |                                | State<br>Sponsored<br>Health | %           | HMO           | %           | Catastrophic<br>Health | %          | COPS<br>Trust | %          | State<br>Sponsored<br>Dental | %           | Preventive<br>Dental | %          |
| AGRICULTURE & RURAL DEVELOPMENT   | 443                            | 175                          | 40 %        | 226           | 51 %        | 4                      | 1 %        | 0             | 0 %        | 422                          | 95 %        | 1                    | 0 %        |
| ATTORNEY GENERAL                  | 522                            | 186                          | 36 %        | 263           | 50 %        | 5                      | 1 %        | 0             | 0 %        | 485                          | 93 %        | 3                    | 1 %        |
| AUDITOR GENERAL                   | 150                            | 50                           | 33 %        | 77            | 51 %        | 4                      | 3 %        | 0             | 0 %        | 140                          | 93 %        | 0                    | 0 %        |
| CIVIL RIGHTS                      | 71                             | 28                           | 39 %        | 40            | 56 %        | 2                      | 3 %        | 0             | 0 %        | 70                           | 99 %        | 0                    | 0 %        |
| CIVIL SERVICE COMMISSION          | 422                            | 78                           | 18 %        | 282           | 67 %        | 1                      | 0 %        | 0             | 0 %        | 383                          | 91 %        | 0                    | 0 %        |
| CORRECTIONS                       | 11,246                         | 5,716                        | 51 %        | 4,510         | 40 %        | 33                     | 0 %        | 0             | 0 %        | 10,538                       | 94 %        | 30                   | 0 %        |
| EDUCATION                         | 500                            | 189                          | 38 %        | 232           | 46 %        | 4                      | 1 %        | 0             | 0 %        | 446                          | 89 %        | 3                    | 1 %        |
| ENVIRONMENT, GREAT LAKES & ENERGY | 1,195                          | 396                          | 33 %        | 652           | 55 %        | 10                     | 1 %        | 0             | 0 %        | 1,094                        | 92 %        | 8                    | 1 %        |
| EXECUTIVE OFFICE                  | 71                             | 33                           | 46 %        | 23            | 32 %        | 0                      | 0 %        | 0             | 0 %        | 54                           | 76 %        | 1                    | 1 %        |
| INSURANCE AND FINANCIAL SERV      | 320                            | 88                           | 28 %        | 196           | 61 %        | 2                      | 1 %        | 0             | 0 %        | 299                          | 93 %        | 2                    | 1 %        |
| LABOR & ECONOMIC OPPORTUNITY      | 2,592                          | 999                          | 39 %        | 1,281         | 49 %        | 20                     | 1 %        | 0             | 0 %        | 2,402                        | 93 %        | 13                   | 1 %        |
| LICENSING & REGULATORY AFFAIRS    | 1,527                          | 541                          | 35 %        | 818           | 54 %        | 2                      | 0 %        | 0             | 0 %        | 1,424                        | 93 %        | 5                    | 0 %        |
| MDHHS - COMMUNITY HEALTH          | 3,626                          | 1,451                        | 40 %        | 1,815         | 50 %        | 12                     | 0 %        | 0             | 0 %        | 3,386                        | 93 %        | 17                   | 0 %        |
| MDHHS - HUMAN SERVICES            | 10,420                         | 3,906                        | 37 %        | 5,555         | 53 %        | 39                     | 0 %        | 0             | 0 %        | 9,832                        | 94 %        | 21                   | 0 %        |
| MILITARY & VETERAN AFFAIRS        | 725                            | 302                          | 42 %        | 294           | 41 %        | 9                      | 1 %        | 0             | 0 %        | 652                          | 90 %        | 2                    | 0 %        |
| NATURAL RESOURCES                 | 1,570                          | 826                          | 53 %        | 572           | 36 %        | 20                     | 1 %        | 0             | 0 %        | 1,466                        | 93 %        | 5                    | 0 %        |
| STATE                             | 1,322                          | 528                          | 40 %        | 655           | 50 %        | 11                     | 1 %        | 0             | 0 %        | 1,240                        | 94 %        | 3                    | 0 %        |
| STATE POLICE                      | 2,988                          | 918                          | 31 %        | 767           | 26 %        | 13                     | 0 %        | 1,000         | 33 %       | 2,783                        | 93 %        | 7                    | 0 %        |
| TECHNOLOGY, MANAGEMENT & BUDGET   | 2,812                          | 860                          | 31 %        | 1,647         | 59 %        | 17                     | 1 %        | 0             | 0 %        | 2,598                        | 92 %        | 8                    | 0 %        |
| TRANSPORTATION                    | 2,616                          | 1,036                        | 40 %        | 1,263         | 48 %        | 19                     | 1 %        | 0             | 0 %        | 2,408                        | 92 %        | 8                    | 0 %        |
| TREASURY                          | 1,580                          | 473                          | 30 %        | 942           | 60 %        | 15                     | 1 %        | 0             | 0 %        | 1,488                        | 94 %        | 6                    | 0 %        |
| <b>STATEWIDE TOTALS:</b>          | <b>46,718</b>                  | <b>18,779</b>                | <b>40 %</b> | <b>22,110</b> | <b>47 %</b> | <b>242</b>             | <b>1 %</b> | <b>1,000</b>  | <b>2 %</b> | <b>43,610</b>                | <b>93 %</b> | <b>143</b>           | <b>0 %</b> |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES**  
**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT**  
**Pay End Date: March 20, 2021**

|                                   | Vision Insurance               |                              |      | Disability Insurance |      |          |      | Life Insurance    |      |                              |      |            |      |
|-----------------------------------|--------------------------------|------------------------------|------|----------------------|------|----------|------|-------------------|------|------------------------------|------|------------|------|
|                                   | Total<br>Employees<br>Enrolled | State<br>Sponsored<br>Vision | %    | CMI                  | %    | Reliance | %    | Minnesota<br>Life | %    | Minnesota<br>Life<br>Reduced | %    | Prudential | %    |
| AGRICULTURE & RURAL DEVELOPMENT   | 443                            | 423                          | 95 % | 362                  | 82 % | 0        | 0 %  | 424               | 96 % | 18                           | 4 %  | 0          | 0 %  |
| ATTORNEY GENERAL                  | 522                            | 490                          | 94 % | 362                  | 69 % | 0        | 0 %  | 494               | 95 % | 27                           | 5 %  | 0          | 0 %  |
| AUDITOR GENERAL                   | 150                            | 142                          | 95 % | 122                  | 81 % | 0        | 0 %  | 127               | 85 % | 22                           | 15 % | 0          | 0 %  |
| CIVIL RIGHTS                      | 71                             | 70                           | 99 % | 58                   | 82 % | 0        | 0 %  | 68                | 96 % | 3                            | 4 %  | 0          | 0 %  |
| CIVIL SERVICE COMMISSION          | 422                            | 389                          | 92 % | 394                  | 93 % | 0        | 0 %  | 409               | 97 % | 13                           | 3 %  | 0          | 0 %  |
| CORRECTIONS                       | 11,246                         | 10,590                       | 94 % | 10,082               | 90 % | 0        | 0 %  | 10,750            | 96 % | 405                          | 4 %  | 0          | 0 %  |
| EDUCATION                         | 500                            | 456                          | 91 % | 352                  | 70 % | 0        | 0 %  | 468               | 94 % | 29                           | 6 %  | 0          | 0 %  |
| ENVIRONMENT, GREAT LAKES & ENERGY | 1,195                          | 1,112                        | 93 % | 942                  | 79 % | 0        | 0 %  | 1,106             | 93 % | 85                           | 7 %  | 0          | 0 %  |
| EXECUTIVE OFFICE                  | 71                             | 56                           | 79 % | 32                   | 45 % | 0        | 0 %  | 63                | 89 % | 7                            | 10 % | 0          | 0 %  |
| INSURANCE AND FINANCIAL SERV      | 320                            | 304                          | 95 % | 255                  | 80 % | 0        | 0 %  | 302               | 94 % | 17                           | 5 %  | 0          | 0 %  |
| LABOR & ECONOMIC OPPORTUNITY      | 2,592                          | 2,431                        | 94 % | 1,977                | 76 % | 0        | 0 %  | 2,436             | 94 % | 149                          | 6 %  | 0          | 0 %  |
| LICENSING & REGULATORY AFFAIRS    | 1,527                          | 1,431                        | 94 % | 1,248                | 82 % | 0        | 0 %  | 1,441             | 94 % | 79                           | 5 %  | 0          | 0 %  |
| MDHHS - COMMUNITY HEALTH          | 3,626                          | 3,411                        | 94 % | 3,066                | 85 % | 0        | 0 %  | 3,435             | 95 % | 183                          | 5 %  | 0          | 0 %  |
| MDHHS - HUMAN SERVICES            | 10,420                         | 9,867                        | 95 % | 8,930                | 86 % | 0        | 0 %  | 9,909             | 95 % | 491                          | 5 %  | 0          | 0 %  |
| MILITARY & VETERAN AFFAIRS        | 725                            | 658                          | 91 % | 510                  | 70 % | 0        | 0 %  | 683               | 94 % | 24                           | 3 %  | 0          | 0 %  |
| NATURAL RESOURCES                 | 1,570                          | 1,477                        | 94 % | 1,293                | 82 % | 0        | 0 %  | 1,489             | 95 % | 80                           | 5 %  | 0          | 0 %  |
| STATE                             | 1,322                          | 1,252                        | 95 % | 1,013                | 77 % | 0        | 0 %  | 1,240             | 94 % | 78                           | 6 %  | 0          | 0 %  |
| STATE POLICE                      | 2,988                          | 2,807                        | 94 % | 2,656                | 89 % | 1,367    | 46 % | 2,837             | 95 % | 109                          | 4 %  | 1,092      | 37 % |
| TECHNOLOGY, MANAGEMENT & BUDGET   | 2,812                          | 2,614                        | 93 % | 2,141                | 76 % | 22       | 1 %  | 2,658             | 95 % | 138                          | 5 %  | 15         | 1 %  |
| TRANSPORTATION                    | 2,616                          | 2,445                        | 93 % | 2,216                | 85 % | 0        | 0 %  | 2,464             | 94 % | 141                          | 5 %  | 0          | 0 %  |
| TREASURY                          | 1,580                          | 1,505                        | 95 % | 1,278                | 81 % | 0        | 0 %  | 1,491             | 94 % | 87                           | 6 %  | 0          | 0 %  |
| STATEWIDE TOTALS:                 | 46,718                         | 43,930                       | 94 % | 39,289               | 84 % | 1,389    | 3 %  | 44,294            | 95 % | 2,185                        | 5 %  | 1,107      | 2 %  |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF47

# STATE OF MICHIGAN

Table 2-10

## AGE DISTRIBUTION FOR ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT

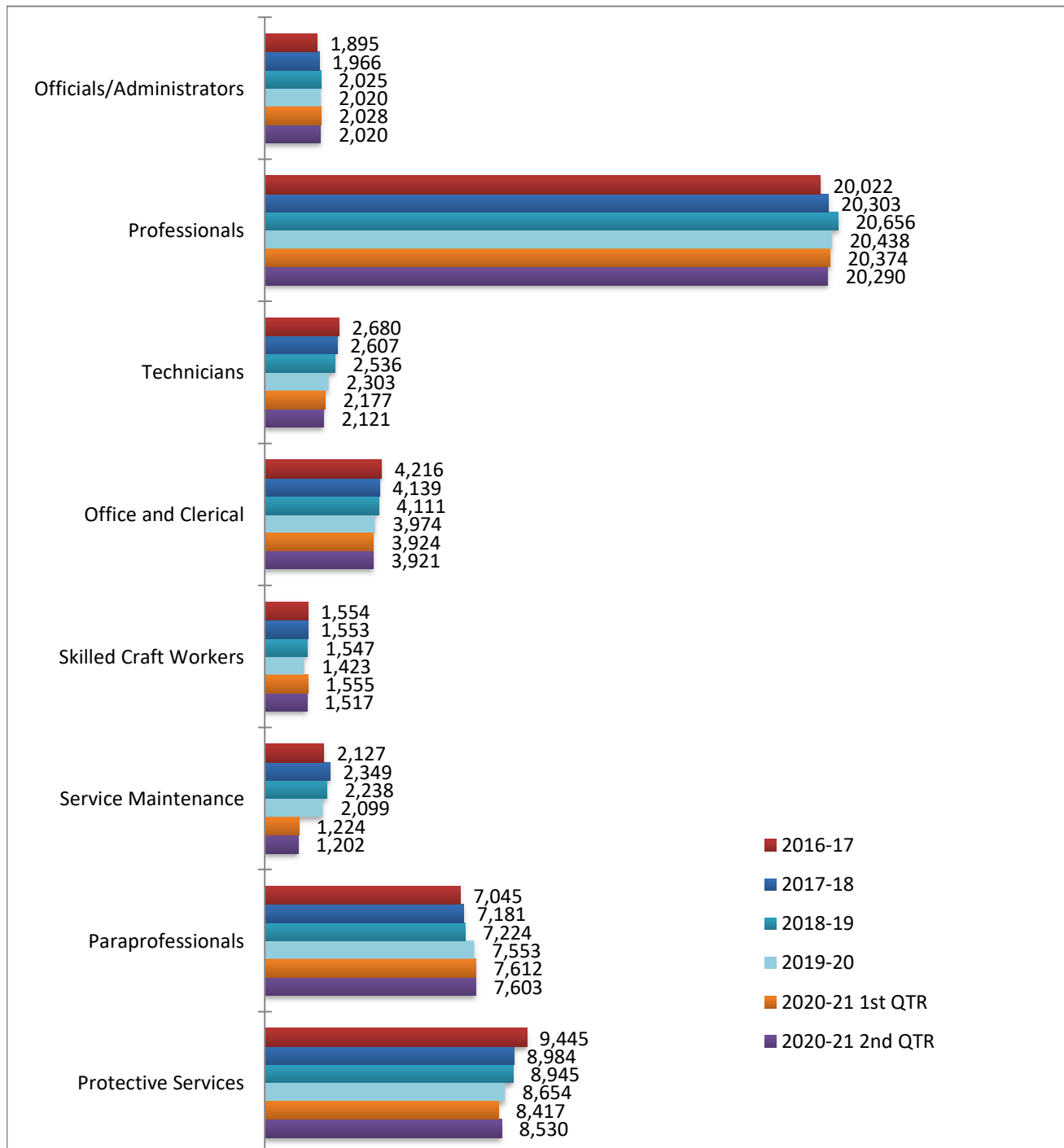
Pay End Date: March 20, 2021

| Department                        | 19 &<br>Under | 20-24        | 25-29        | 30-34        | 35-39        | 40-44        | 45-49        | 50-54        | 55-59        | 60-64        | 65-69        | 70 &<br>Over | Total         |
|-----------------------------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|
| AGRICULTURE AND RURAL DVLPMT      | 0             | 14           | 47           | 43           | 52           | 69           | 51           | 46           | 71           | 37           | 22           | 8            | 460           |
| ATTORNEY GENERAL                  | 0             | 1            | 25           | 71           | 61           | 60           | 72           | 85           | 73           | 49           | 18           | 7            | 522           |
| AUDITOR GENERAL                   | 1             | 12           | 33           | 19           | 16           | 13           | 16           | 21           | 17           | 4            | 1            | 0            | 153           |
| CIVIL RIGHTS                      | 0             | 0            | 2            | 8            | 10           | 9            | 12           | 13           | 7            | 5            | 3            | 2            | 71            |
| CIVIL SERVICE COMMISSION          | 0             | 22           | 35           | 40           | 47           | 57           | 68           | 63           | 66           | 28           | 11           | 0            | 437           |
| CORRECTIONS                       | 36            | 465          | 964          | 1,318        | 1,267        | 1,427        | 1,957        | 1,932        | 1,151        | 560          | 153          | 35           | 11,265        |
| EDUCATION                         | 0             | 8            | 12           | 26           | 56           | 73           | 79           | 92           | 65           | 61           | 29           | 11           | 512           |
| ENVIRONMENT, GREAT LAKES & ENERGY | 1             | 26           | 127          | 117          | 113          | 177          | 140          | 162          | 175          | 110          | 57           | 9            | 1,214         |
| EXECUTIVE OFFICE                  | 0             | 10           | 17           | 9            | 14           | 8            | 4            | 8            | 1            | 1            | 1            | 0            | 73            |
| INSURANCE AND FINANCIAL SERV      | 0             | 13           | 30           | 36           | 46           | 53           | 44           | 46           | 32           | 19           | 4            | 2            | 325           |
| LABOR & ECONOMIC OPPORTUNITY      | 3             | 48           | 135          | 214          | 310          | 341          | 390          | 390          | 371          | 261          | 106          | 50           | 2,619         |
| LICENSING & REGULATORY AFFAIRS    | 3             | 34           | 100          | 146          | 217          | 203          | 209          | 212          | 182          | 149          | 62           | 27           | 1,544         |
| MDHHS - COMMUNITY HEALTH          | 1             | 67           | 286          | 411          | 474          | 445          | 487          | 479          | 481          | 343          | 132          | 40           | 3,646         |
| MDHHS - HUMAN SERVICES            | 2             | 208          | 904          | 1,298        | 1,609        | 1,606        | 1,562        | 1,354        | 1,003        | 614          | 201          | 68           | 10,429        |
| MILITARY & VETERAN AFFAIRS        | 0             | 10           | 42           | 62           | 95           | 80           | 96           | 124          | 130          | 75           | 18           | 4            | 736           |
| NATURAL RESOURCES                 | 4             | 55           | 163          | 204          | 205          | 229          | 249          | 220          | 171          | 118          | 47           | 22           | 1,687         |
| STATE                             | 0             | 37           | 140          | 175          | 139          | 176          | 154          | 194          | 178          | 97           | 28           | 4            | 1,322         |
| STATE POLICE                      | 0             | 144          | 567          | 524          | 310          | 336          | 446          | 372          | 202          | 70           | 18           | 5            | 2,994         |
| TECHNOLOGY, MANAGEMENT & BUDGET   | 3             | 53           | 144          | 239          | 301          | 375          | 415          | 445          | 458          | 305          | 100          | 21           | 2,859         |
| TRANSPORTATION                    | 7             | 97           | 164          | 222          | 258          | 400          | 391          | 432          | 398          | 259          | 79           | 25           | 2,732         |
| TREASURY                          | 2             | 29           | 88           | 167          | 193          | 248          | 197          | 215          | 230          | 166          | 54           | 15           | 1,604         |
| <b>Statewide Total:</b>           | <b>63</b>     | <b>1,353</b> | <b>4,025</b> | <b>5,349</b> | <b>5,793</b> | <b>6,385</b> | <b>7,039</b> | <b>6,905</b> | <b>5,462</b> | <b>3,331</b> | <b>1,144</b> | <b>355</b>   | <b>47,204</b> |
| <b>Average Age:</b>               | <b>19.5</b>   | <b>23.3</b>  | <b>27.7</b>  | <b>32.5</b>  | <b>37.5</b>  | <b>42.5</b>  | <b>47.6</b>  | <b>52.4</b>  | <b>57.4</b>  | <b>62.2</b>  | <b>66.9</b>  | <b>73.0</b>  | <b>45.1</b>   |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF23

**STATE OF MICHIGAN**  
**EMPLOYMENT TREND OF JOB CATEGORIES**  
**Fiscal Years 2016-17 through 2020-21 2nd QTR**



**2020-21 2nd QTR Total: 47,204**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF27 for the last full pay period in each fiscal year

# STATE OF MICHIGAN

Table 2-11

## ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: March 20, 2021

| COUNTY NAME    | FULL-TIME | OTHER THAN FULL-TIME | TOTAL EMPLOYEES |
|----------------|-----------|----------------------|-----------------|
| ALCONA         | 6         | 1                    | 7               |
| ALGER          | 256       | 5                    | 261             |
| ALLEGAN        | 209       | 25                   | 234             |
| ALPENA         | 150       | 33                   | 183             |
| ANTRIM         | 27        | 2                    | 29              |
| ARENAC         | 28        | 2                    | 30              |
| BARAGA         | 321       | 10                   | 331             |
| BARRY          | 108       | 42                   | 150             |
| BAY            | 337       | 16                   | 353             |
| BENZIE         | 31        | 1                    | 32              |
| BERRIEN        | 327       | 18                   | 345             |
| BRANCH         | 338       | 4                    | 342             |
| CALHOUN        | 373       | 8                    | 381             |
| CASS           | 92        | 10                   | 102             |
| CHARLEVOIX     | 21        | 15                   | 36              |
| CHEBOYGAN      | 59        | 13                   | 72              |
| CHIPPEWA       | 884       | 35                   | 919             |
| CLARE          | 60        | 4                    | 64              |
| CLINTON        | 156       | 12                   | 168             |
| CRAWFORD       | 158       | 46                   | 204             |
| DELTA          | 173       | 27                   | 200             |
| DICKINSON      | 60        | 2                    | 62              |
| EATON          | 3,463     | 135                  | 3,598           |
| EMMET          | 81        | 10                   | 91              |
| GENESEE        | 813       | 73                   | 886             |
| GLADWIN        | 47        | 3                    | 50              |
| GOGEBIC        | 56        | 3                    | 59              |
| GRAND TRAVERSE | 303       | 9                    | 312             |
| GRATIOT        | 792       | 5                    | 797             |
| HILLSDALE      | 67        | 3                    | 70              |
| HOUGHTON       | 78        | 12                   | 90              |
| HURON          | 40        | 3                    | 43              |
| INGHAM         | 9,829     | 738                  | 10,567          |
| IONIA          | 1,360     | 13                   | 1,373           |
| IOSCO          | 56        | 5                    | 61              |
| IRON           | 49        | 3                    | 52              |
| ISABELLA       | 159       | 9                    | 168             |
| JACKSON        | 1,930     | 51                   | 1,981           |
| KALAMAZOO      | 1,106     | 73                   | 1,179           |
| KALKASKA       | 51        | 2                    | 53              |
| KENT           | 1,471     | 52                   | 1,523           |
| KEWEENAW       | 3         | 0                    | 3               |
| LAKE           | 33        | 2                    | 35              |
| LAPEER         | 430       | 5                    | 435             |
| LEELANAU       | 3         | 2                    | 5               |
| LENAWEE        | 554       | 13                   | 567             |
| LIVINGSTON     | 557       | 21                   | 578             |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF55

# STATE OF MICHIGAN

Table 2-11

## ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: March 20, 2021

| COUNTY NAME         | FULL-TIME     | OTHER THAN FULL-TIME | TOTAL EMPLOYEES |
|---------------------|---------------|----------------------|-----------------|
| LUCE                | 248           | 7                    | 255             |
| MACKINAC            | 112           | 58                   | 170             |
| MACOMB              | 1,388         | 8                    | 1,396           |
| MANISTEE            | 324           | 8                    | 332             |
| MARQUETTE           | 817           | 25                   | 842             |
| MASON               | 45            | 5                    | 50              |
| MECOSTA             | 82            | 3                    | 85              |
| MENOMINEE           | 23            | 6                    | 29              |
| MIDLAND             | 87            | 2                    | 89              |
| MISSAUKEE           | 69            | 1                    | 70              |
| MONROE              | 197           | 11                   | 208             |
| MONTCALM            | 569           | 4                    | 573             |
| MONTMORENCY         | 49            | 8                    | 57              |
| MUSKEGON            | 805           | 15                   | 820             |
| NEWAYGO             | 74            | 5                    | 79              |
| OAKLAND             | 1,138         | 70                   | 1,208           |
| OCEANA              | 93            | 15                   | 108             |
| OGEMAW              | 88            | 6                    | 94              |
| ONTONAGON           | 20            | 0                    | 20              |
| OSCEOLA             | 26            | 2                    | 28              |
| OSCODA              | 23            | 0                    | 23              |
| OTSEGO              | 307           | 16                   | 323             |
| OTTAWA              | 202           | 17                   | 219             |
| OUT OF STATE        | 32            | 3                    | 35              |
| PRESQUE ISLE        | 18            | 2                    | 20              |
| ROSCOMMON           | 125           | 8                    | 133             |
| SAGINAW             | 824           | 17                   | 841             |
| SANILAC             | 51            | 4                    | 55              |
| SCHOOLCRAFT         | 36            | 4                    | 40              |
| SHIAWASSEE          | 78            | 3                    | 81              |
| ST CLAIR            | 235           | 31                   | 266             |
| ST JOSEPH           | 82            | 1                    | 83              |
| TUSCOLA             | 426           | 76                   | 502             |
| VAN BUREN           | 246           | 22                   | 268             |
| WASHTENAW           | 1,362         | 29                   | 1,391           |
| WAYNE               | 4,758         | 139                  | 4,897           |
| WEXFORD             | 169           | 12                   | 181             |
| WORK AT HOME - MI   | 1,729         | 523                  | 2,252           |
| <b>Grand Total:</b> | <b>44,462</b> | <b>2,742</b>         | <b>47,204</b>   |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF55

## SECTION THREE

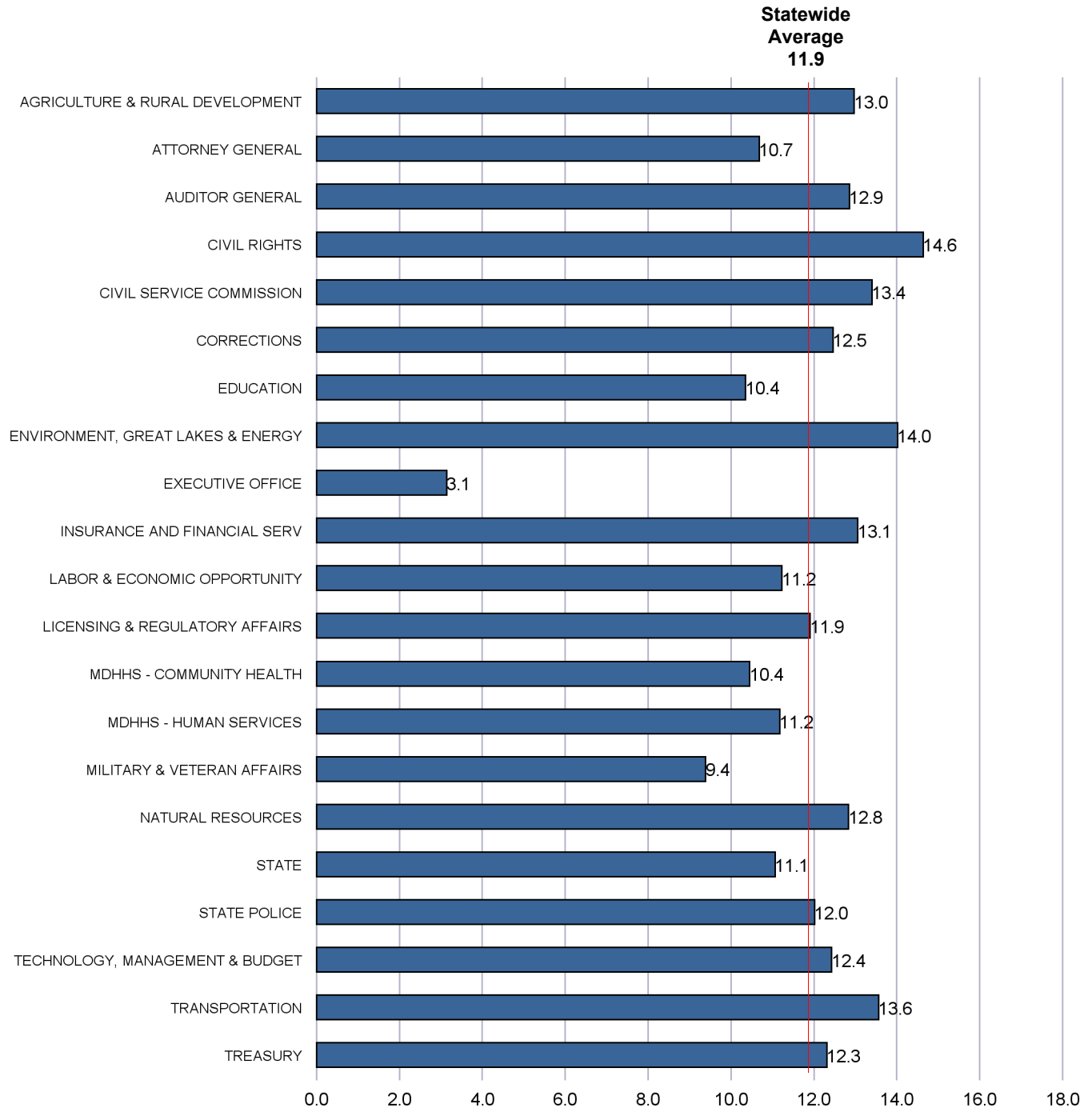
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# **EMPLOYEE CONTINUITY OVERVIEW**



# STATE OF MICHIGAN AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: March 20, 2021



**Comments:** This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

**Source:** Michigan Civil Service Commission HWF18

# STATE OF MICHIGAN

Table 3-1

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: March 20, 2021

| DEPARTMENT                                 | WHITE      |            | BLACK or<br>AFRICAN AMERICAN |           | AMERICAN INDIAN<br>or ALASKA NATIVE |          | HISPANIC or<br>LATINO |          | ASIAN    |          | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL      |            | DISABLED |          |
|--|------------|------------|------------------------------|-----------|-------------------------------------|----------|-----------------------|----------|----------|----------|---|----------|----------------------|----------|------------|------------|----------|----------|
|  | MALE       | FEMALE     | MALE                         | FEMALE    | MALE                                | FEMALE   | MALE                  | FEMALE   | MALE     | FEMALE   | MALE  | FEMALE   | MALE                 | FEMALE   | MALE       | FEMALE     | MALE     | FEMALE   |
| <b>AGRICULTURE &amp; RURAL DEVELOPMENT</b> |            |            |                              |           |                                     |          |                       |          |          |          |   |          |                      |          |            |            |          |          |
| 00 - 05 YEARS                              | 60         | 82         | 2                            | 5         | 0                                   | 1        | 2                     | 2        | 1        | 0        | 0   | 0        | 0                    | 2        | 65         | 92         | 0        | 0        |
| 06 -10 YEARS                               | 36         | 41         | 2                            | 4         | 0                                   | 0        | 0                     | 2        | 0        | 2        | 0   | 0        | 0                    | 0        | 38         | 49         | 0        | 0        |
| 11 -15 YEARS                               | 18         | 20         | 1                            | 0         | 0                                   | 1        | 1                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 20         | 21         | 0        | 0        |
| 16 - 20 YEARS                              | 23         | 31         | 0                            | 3         | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 23         | 34         | 0        | 0        |
| 21 - 25 YEARS                              | 28         | 17         | 1                            | 1         | 1                                   | 0        | 0                     | 1        | 0        | 2        | 0   | 0        | 0                    | 0        | 30         | 21         | 0        | 1        |
| 26 - 30 YEARS                              | 16         | 9          | 0                            | 0         | 0                                   | 0        | 1                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 17         | 9          | 1        | 0        |
| 31 - 35 YEARS                              | 17         | 14         | 0                            | 3         | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 17         | 17         | 0        | 2        |
| 36 - 40 YEARS                              | 0          | 1          | 0                            | 0         | 0                                   | 0        | 0                     | 0        | 1        | 0        | 0   | 0        | 0                    | 0        | 1          | 1          | 0        | 0        |
| MORE THAN 40 YEARS                         | 2          | 3          | 0                            | 0         | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 2          | 3          | 0        | 1        |
| <b>DEPARTMENT TOTAL</b>                    | <b>200</b> | <b>218</b> | <b>6</b>                     | <b>16</b> | <b>1</b>                            | <b>2</b> | <b>4</b>              | <b>5</b> | <b>2</b> | <b>4</b> | <b>0</b>  | <b>0</b> | <b>0</b>             | <b>2</b> | <b>213</b> | <b>247</b> | <b>1</b> | <b>4</b> |
| MORE THAN 10 YEARS                         | 104        | 95         | 2                            | 7         | 1                                   | 1        | 2                     | 1        | 1        | 2        | 0   | 0        | 0                    | 0        | 110        | 106        | 1        | 4        |
| AVERAGE YEARS                              | 14.2       | 12.1       | 10.5                         | 12.9      | 21.0                                | 6.0      | 11.8                  | 9.2      | 21.5     | 15.3     | 0.0   | 0.0      | 0.0                  | 1.5      | 14.1       | 12.0       | 30.0     | 32.3     |
| <b>DEPARTMENT AVERAGE YEARS</b>            |            |            | <b>13.0</b>                  |           |                                     |          |                       |          |          |          |   |          |                      |          |            |            |          |          |

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Source: Michigan Civil Service Commission HWF18

# STATE OF MICHIGAN

Table 3-1

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

### RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: March 20, 2021

| DEPARTMENT                      | WHITE      |            | BLACK or<br>AFRICAN AMERICAN |           | AMERICAN INDIAN<br>or ALASKA NATIVE |          | HISPANIC or<br>LATINO |          | ASIAN    |          | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL      |            | DISABLED |          |
|---------------------------------|------------|------------|------------------------------|-----------|-------------------------------------|----------|-----------------------|----------|----------|----------|---|----------|----------------------|----------|------------|------------|----------|----------|
|                                 | MALE       | FEMALE     | MALE                         | FEMALE    | MALE                                | FEMALE   | MALE                  | FEMALE   | MALE     | FEMALE   | MALE  | FEMALE   | MALE                 | FEMALE   | MALE       | FEMALE     | MALE     | FEMALE   |
| <b>ATTORNEY GENERAL</b>         |            |            |                              |           |                                     |          |                       |          |          |          |   |          |                      |          |            |            |          |          |
| 00 - 05 YEARS                   | 75         | 109        | 7                            | 16        | 0                                   | 0        | 0                     | 3        | 0        | 2        | 0   | 0        | 1                    | 2        | 83         | 132        | 0        | 0        |
| 06 -10 YEARS                    | 36         | 55         | 3                            | 9         | 0                                   | 0        | 0                     | 1        | 2        | 0        | 0   | 0        | 0                    | 0        | 41         | 65         | 0        | 0        |
| 11 -15 YEARS                    | 27         | 20         | 0                            | 3         | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 27         | 23         | 1        | 0        |
| 16 - 20 YEARS                   | 21         | 34         | 5                            | 6         | 0                                   | 0        | 0                     | 2        | 0        | 0        | 0   | 0        | 0                    | 0        | 26         | 42         | 0        | 0        |
| 21 - 25 YEARS                   | 16         | 21         | 0                            | 3         | 0                                   | 0        | 0                     | 0        | 0        | 2        | 0   | 0        | 0                    | 0        | 16         | 26         | 0        | 0        |
| 26 - 30 YEARS                   | 8          | 6          | 1                            | 0         | 0                                   | 0        | 0                     | 1        | 0        | 0        | 0   | 0        | 0                    | 0        | 9          | 7          | 0        | 0        |
| 31 - 35 YEARS                   | 7          | 5          | 0                            | 2         | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 7          | 7          | 0        | 0        |
| 36 - 40 YEARS                   | 2          | 2          | 1                            | 1         | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 3          | 3          | 0        | 0        |
| MORE THAN 40 YEARS              | 2          | 2          | 0                            | 0         | 0                                   | 0        | 1                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 3          | 2          | 0        | 0        |
| <b>DEPARTMENT TOTAL</b>         | <b>194</b> | <b>254</b> | <b>17</b>                    | <b>40</b> | <b>0</b>                            | <b>0</b> | <b>1</b>              | <b>7</b> | <b>2</b> | <b>4</b> | <b>0</b>  | <b>0</b> | <b>1</b>             | <b>2</b> | <b>215</b> | <b>307</b> | <b>1</b> | <b>0</b> |
| MORE THAN 10 YEARS              | 83         | 90         | 7                            | 15        | 0                                   | 0        | 1                     | 3        | 0        | 2        | 0   | 0        | 0                    | 0        | 91         | 110        | 1        | 0        |
| AVERAGE YEARS                   | 11.4       | 10.0       | 10.9                         | 10.5      | 0.0                                 | 0.0      | 41.0                  | 11.7     | 8.0      | 11.8     | 0.0   | 0.0      | 2.0                  | 2.5      | 11.5       | 10.1       | 14.0     | 0.0      |
| <b>DEPARTMENT AVERAGE YEARS</b> |            |            | <b>10.7</b>                  |           |                                     |          |                       |          |          |          |   |          |                      |          |            |            |          |          |

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Source: Michigan Civil Service Commission HWF18

# STATE OF MICHIGAN

Table 3-1

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: March 20, 2021

| DEPARTMENT                      | WHITE     |           | BLACK or<br>AFRICAN AMERICAN |          | AMERICAN INDIAN<br>or ALASKA NATIVE |          | HISPANIC or<br>LATINO |          | ASIAN    |          | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL     |           | DISABLED    |          |
|---------------------------------|-----------|-----------|------------------------------|----------|-------------------------------------|----------|-----------------------|----------|----------|----------|---|----------|----------------------|----------|-----------|-----------|-------------|----------|
|                                 | MALE      | FEMALE    | MALE                         | FEMALE   | MALE                                | FEMALE   | MALE                  | FEMALE   | MALE     | FEMALE   | MALE  | FEMALE   | MALE                 | FEMALE   | MALE      | FEMALE    | MALE        | FEMALE   |
| <b>AUDITOR GENERAL</b>          |           |           |                              |          |                                     |          |                       |          |          |          |   |          |                      |          |           |           |             |          |
| 00 - 05 YEARS                   | 25        | 27        | 3                            | 0        | 0                                   | 0        | 1                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 29        | 27        | 0           | 0        |
| 06 -10 YEARS                    | 19        | 13        | 0                            | 0        | 0                                   | 0        | 1                     | 1        | 0        | 0        | 0   | 0        | 0                    | 0        | 20        | 14        | 0           | 0        |
| 11 -15 YEARS                    | 1         | 5         | 0                            | 0        | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 1         | 5         | 0           | 0        |
| 16 - 20 YEARS                   | 2         | 7         | 0                            | 0        | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 2         | 7         | 0           | 0        |
| 21 - 25 YEARS                   | 12        | 9         | 1                            | 1        | 0                                   | 0        | 0                     | 0        | 0        | 1        | 0   | 0        | 0                    | 0        | 13        | 11        | 0           | 0        |
| 26 - 30 YEARS                   | 3         | 6         | 0                            | 0        | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 3         | 6         | 0           | 0        |
| 31 - 35 YEARS                   | 4         | 6         | 1                            | 0        | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 5         | 6         | 0           | 0        |
| 36 - 40 YEARS                   | 1         | 0         | 0                            | 0        | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 1         | 0         | 0           | 0        |
| MORE THAN 40 YEARS              | 3         | 0         | 0                            | 0        | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 3         | 0         | 0           | 0        |
| <b>DEPARTMENT TOTAL</b>         | <b>70</b> | <b>73</b> | <b>5</b>                     | <b>1</b> | <b>0</b>                            | <b>0</b> | <b>2</b>              | <b>1</b> | <b>0</b> | <b>1</b> | <b>0</b>  | <b>0</b> | <b>0</b>             | <b>0</b> | <b>77</b> | <b>76</b> | <b>0</b>    | <b>0</b> |
| MORE THAN 10 YEARS              | 26        | 33        | 2                            | 1        | 0                                   | 0        | 0                     | 0        | 0        | 1        | 0   | 0        | 0                    | 0        | 28        | 35        | 0           | 0        |
| AVERAGE YEARS                   | 13.0      | 12.8      | 13.8                         | 25.0     | 0.0                                 | 0.0      | 4.5                   | 6.0      | 0.0      | 21.0     | 0.0   | 0.0      | 0.0                  | 0.0      | 12.8      | 13.0      | 0.0         | 0.0      |
| <b>DEPARTMENT AVERAGE YEARS</b> |           |           |                              |          |                                     |          |                       |          |          |          |   |          |                      |          |           |           | <b>12.9</b> |          |

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Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| DEPARTMENT                      | WHITE    |           | BLACK or<br>AFRICAN AMERICAN |           | AMERICAN INDIAN<br>or ALASKA NATIVE |          | HISPANIC or<br>LATINO |          | ASIAN    |          | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL     |           | DISABLED    |          |
|---------------------------------|----------|-----------|------------------------------|-----------|-------------------------------------|----------|-----------------------|----------|----------|----------|---|----------|----------------------|----------|-----------|-----------|-------------|----------|
|                                 | MALE     | FEMALE    | MALE                         | FEMALE    | MALE                                | FEMALE   | MALE                  | FEMALE   | MALE     | FEMALE   | MALE  | FEMALE   | MALE                 | FEMALE   | MALE      | FEMALE    | MALE        | FEMALE   |
| <b>CIVIL RIGHTS</b>             |          |           |                              |           |                                     |          |                       |          |          |          |   |          |                      |          |           |           |             |          |
| 00 - 05 YEARS                   | 1        | 4         | 1                            | 1         | 0                                   | 1        | 0                     | 1        | 0        | 0        | 0   | 0        | 0                    | 0        | 2         | 7         | 0           | 0        |
| 06 -10 YEARS                    | 1        | 4         | 2                            | 7         | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 1                    | 0        | 4         | 11        | 0           | 0        |
| 11 -15 YEARS                    | 0        | 4         | 3                            | 10        | 0                                   | 0        | 0                     | 2        | 0        | 1        | 0   | 0        | 0                    | 0        | 3         | 17        | 0           | 0        |
| 16 - 20 YEARS                   | 2        | 1         | 1                            | 5         | 0                                   | 0        | 0                     | 1        | 0        | 0        | 0   | 0        | 0                    | 0        | 3         | 7         | 0           | 0        |
| 21 - 25 YEARS                   | 2        | 0         | 0                            | 6         | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 2         | 6         | 0           | 0        |
| 26 - 30 YEARS                   | 2        | 1         | 1                            | 1         | 0                                   | 0        | 0                     | 1        | 0        | 0        | 0   | 0        | 0                    | 0        | 3         | 3         | 0           | 0        |
| 31 - 35 YEARS                   | 0        | 1         | 0                            | 1         | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 0         | 2         | 0           | 0        |
| 36 - 40 YEARS                   | 0        | 0         | 0                            | 0         | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 0         | 0         | 0           | 0        |
| MORE THAN 40 YEARS              | 0        | 0         | 0                            | 1         | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 0         | 1         | 0           | 0        |
| <b>DEPARTMENT TOTAL</b>         | <b>8</b> | <b>15</b> | <b>8</b>                     | <b>32</b> | <b>0</b>                            | <b>1</b> | <b>0</b>              | <b>5</b> | <b>0</b> | <b>1</b> | <b>0</b>  | <b>0</b> | <b>1</b>             | <b>0</b> | <b>17</b> | <b>54</b> | <b>0</b>    | <b>0</b> |
| MORE THAN 10 YEARS              | 6        | 7         | 5                            | 24        | 0                                   | 0        | 0                     | 4        | 0        | 1        | 0   | 0        | 0                    | 0        | 11        | 36        | 0           | 0        |
| AVERAGE YEARS                   | 18.3     | 11.7      | 12.5                         | 16.3      | 0.0                                 | 4.0      | 0.0                   | 14.4     | 0.0      | 13.0     | 0.0   | 0.0      | 7.0                  | 0.0      | 14.9      | 14.6      | 0.0         | 0.0      |
| <b>DEPARTMENT AVERAGE YEARS</b> |          |           |                              |           |                                     |          |                       |          |          |          |   |          |                      |          |           |           | <b>14.7</b> |          |

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Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| DEPARTMENT                      | WHITE     |            | BLACK or<br>AFRICAN AMERICAN |             | AMERICAN INDIAN<br>or ALASKA NATIVE |          | HISPANIC or<br>LATINO |           | ASIAN    |          | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL     |            | DISABLED |          |
|---------------------------------|-----------|------------|------------------------------|-------------|-------------------------------------|----------|-----------------------|-----------|----------|----------|---|----------|----------------------|----------|-----------|------------|----------|----------|
|                                 | MALE      | FEMALE     | MALE                         | FEMALE      | MALE                                | FEMALE   | MALE                  | FEMALE    | MALE     | FEMALE   | MALE  | FEMALE   | MALE                 | FEMALE   | MALE      | FEMALE     | MALE     | FEMALE   |
| <b>CIVIL SERVICE COMMISSION</b> |           |            |                              |             |                                     |          |                       |           |          |          |   |          |                      |          |           |            |          |          |
| 00 - 05 YEARS                   | 16        | 81         | 2                            | 16          | 0                                   | 2        | 0                     | 4         | 0        | 1        | 0   | 0        | 3                    | 4        | 21        | 108        | 0        | 1        |
| 06 -10 YEARS                    | 15        | 58         | 5                            | 11          | 0                                   | 1        | 0                     | 2         | 0        | 2        | 0   | 0        | 0                    | 0        | 20        | 74         | 0        | 0        |
| 11 -15 YEARS                    | 9         | 33         | 0                            | 3           | 0                                   | 0        | 0                     | 2         | 0        | 0        | 0   | 0        | 0                    | 0        | 9         | 38         | 1        | 0        |
| 16 - 20 YEARS                   | 5         | 39         | 3                            | 5           | 0                                   | 0        | 0                     | 1         | 0        | 0        | 0   | 0        | 0                    | 0        | 8         | 45         | 0        | 0        |
| 21 - 25 YEARS                   | 4         | 36         | 0                            | 3           | 0                                   | 1        | 1                     | 0         | 0        | 3        | 0   | 0        | 0                    | 0        | 5         | 43         | 0        | 0        |
| 26 - 30 YEARS                   | 3         | 11         | 1                            | 6           | 0                                   | 0        | 0                     | 1         | 0        | 1        | 0   | 0        | 0                    | 0        | 4         | 19         | 0        | 0        |
| 31 - 35 YEARS                   | 1         | 19         | 1                            | 10          | 0                                   | 2        | 0                     | 4         | 0        | 0        | 0   | 0        | 0                    | 0        | 2         | 35         | 0        | 0        |
| 36 - 40 YEARS                   | 0         | 2          | 0                            | 0           | 0                                   | 0        | 0                     | 0         | 0        | 0        | 0   | 0        | 0                    | 0        | 0         | 2          | 0        | 0        |
| MORE THAN 40 YEARS              | 0         | 2          | 0                            | 1           | 0                                   | 1        | 0                     | 0         | 0        | 0        | 0   | 0        | 0                    | 0        | 0         | 4          | 0        | 1        |
| <b>DEPARTMENT TOTAL</b>         | <b>53</b> | <b>281</b> | <b>12</b>                    | <b>55</b>   | <b>0</b>                            | <b>7</b> | <b>1</b>              | <b>14</b> | <b>0</b> | <b>7</b> | <b>0</b>  | <b>0</b> | <b>3</b>             | <b>4</b> | <b>69</b> | <b>368</b> | <b>1</b> | <b>2</b> |
| MORE THAN 10 YEARS              | 22        | 142        | 5                            | 28          | 0                                   | 4        | 1                     | 8         | 0        | 4        | 0   | 0        | 0                    | 0        | 28        | 186        | 1        | 1        |
| AVERAGE YEARS                   | 10.7      | 13.3       | 13.8                         | 15.8        | 0.0                                 | 19.6     | 21.0                  | 16.1      | 0.0      | 16.1     | 0.0   | 0.0      | 3.0                  | 2.3      | 11.1      | 13.8       | 12.0     | 23.0     |
| <b>DEPARTMENT AVERAGE YEARS</b> |           |            |                              | <b>13.4</b> |                                     |          |                       |           |          |          |   |          |                      |          |           |            |          |          |

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Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| DEPARTMENT                      | WHITE        |              | BLACK or<br>AFRICAN AMERICAN |             | AMERICAN INDIAN<br>or ALASKA NATIVE |           | HISPANIC or<br>LATINO |            | ASIAN     |           | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |           | TOTAL        |              | DISABLED  |           |
|---------------------------------|--------------|--------------|------------------------------|-------------|-------------------------------------|-----------|-----------------------|------------|-----------|-----------|---|----------|----------------------|-----------|--------------|--------------|-----------|-----------|
|                                 | MALE         | FEMALE       | MALE                         | FEMALE      | MALE                                | FEMALE    | MALE                  | FEMALE     | MALE      | FEMALE    | MALE  | FEMALE   | MALE                 | FEMALE    | MALE         | FEMALE       | MALE      | FEMALE    |
| <b>CORRECTIONS</b>              |              |              |                              |             |                                     |           |                       |            |           |           |   |          |                      |           |              |              |           |           |
| 00 - 05 YEARS                   | 1,727        | 1,000        | 311                          | 324         | 58                                  | 18        | 66                    | 42         | 12        | 5         | 1   | 1        | 28                   | 23        | 2,203        | 1,413        | 1         | 0         |
| 06 -10 YEARS                    | 1,155        | 488          | 184                          | 131         | 34                                  | 10        | 44                    | 18         | 12        | 6         | 0   | 0        | 0                    | 0         | 1,429        | 653          | 0         | 0         |
| 11 -15 YEARS                    | 576          | 358          | 124                          | 152         | 26                                  | 6         | 30                    | 17         | 7         | 5         | 0   | 0        | 0                    | 0         | 763          | 538          | 1         | 0         |
| 16 - 20 YEARS                   | 576          | 282          | 88                           | 118         | 15                                  | 5         | 11                    | 14         | 4         | 1         | 0   | 0        | 0                    | 1         | 694          | 421          | 1         | 1         |
| 21 - 25 YEARS                   | 1,342        | 404          | 140                          | 157         | 34                                  | 12        | 43                    | 22         | 6         | 3         | 0   | 0        | 0                    | 0         | 1,565        | 598          | 2         | 1         |
| 26 - 30 YEARS                   | 387          | 140          | 37                           | 55          | 6                                   | 4         | 6                     | 8          | 3         | 0         | 0   | 0        | 0                    | 0         | 439          | 207          | 1         | 4         |
| 31 - 35 YEARS                   | 140          | 74           | 23                           | 32          | 5                                   | 1         | 2                     | 3          | 0         | 0         | 0   | 0        | 1                    | 0         | 171          | 110          | 2         | 4         |
| 36 - 40 YEARS                   | 12           | 10           | 5                            | 8           | 2                                   | 0         | 0                     | 1          | 0         | 0         | 0   | 0        | 0                    | 0         | 19           | 19           | 3         | 1         |
| MORE THAN 40 YEARS              | 7            | 9            | 3                            | 4           | 0                                   | 0         | 0                     | 0          | 0         | 0         | 0   | 0        | 0                    | 0         | 10           | 13           | 1         | 0         |
| <b>DEPARTMENT TOTAL</b>         | <b>5,922</b> | <b>2,765</b> | <b>915</b>                   | <b>981</b>  | <b>180</b>                          | <b>56</b> | <b>202</b>            | <b>125</b> | <b>44</b> | <b>20</b> | <b>1</b>  | <b>1</b> | <b>29</b>            | <b>24</b> | <b>7,293</b> | <b>3,972</b> | <b>12</b> | <b>11</b> |
| MORE THAN 10 YEARS              | 3,040        | 1,277        | 420                          | 526         | 88                                  | 28        | 92                    | 65         | 20        | 9         | 0   | 0        | 1                    | 1         | 3,661        | 1,906        | 11        | 11        |
| AVERAGE YEARS                   | 13.1         | 11.7         | 11.5                         | 12.8        | 12.3                                | 12.5      | 11.3                  | 12.6       | 10.9      | 10.6      | 1.0   | 2.0      | 2.4                  | 2.5       | 12.7         | 11.9         | 28.6      | 28.9      |
| <b>DEPARTMENT AVERAGE YEARS</b> |              |              |                              | <b>12.5</b> |                                     |           |                       |            |           |           |   |          |                      |           |              |              |           |           |

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Source: Michigan Civil Service Commission HWF18

# STATE OF MICHIGAN

Table 3-1

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: March 20, 2021

| DEPARTMENT                      | WHITE       |            | BLACK or<br>AFRICAN AMERICAN |           | AMERICAN INDIAN<br>or ALASKA NATIVE |          | HISPANIC or<br>LATINO |           | ASIAN    |          | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL      |            | DISABLED |          |
|---------------------------------|-------------|------------|------------------------------|-----------|-------------------------------------|----------|-----------------------|-----------|----------|----------|---|----------|----------------------|----------|------------|------------|----------|----------|
|                                 | MALE        | FEMALE     | MALE                         | FEMALE    | MALE                                | FEMALE   | MALE                  | FEMALE    | MALE     | FEMALE   | MALE  | FEMALE   | MALE                 | FEMALE   | MALE       | FEMALE     | MALE     | FEMALE   |
| <b>EDUCATION</b>                |             |            |                              |           |                                     |          |                       |           |          |          |   |          |                      |          |            |            |          |          |
| 00 - 05 YEARS                   | 32          | 107        | 1                            | 12        | 0                                   | 0        | 2                     | 3         | 1        | 3        | 0   | 0        | 0                    | 3        | 36         | 128        | 0        | 0        |
| 06 -10 YEARS                    | 40          | 77         | 2                            | 18        | 1                                   | 0        | 1                     | 3         | 1        | 1        | 0   | 0        | 0                    | 0        | 45         | 99         | 0        | 0        |
| 11 -15 YEARS                    | 16          | 53         | 3                            | 10        | 0                                   | 0        | 0                     | 1         | 1        | 1        | 0   | 0        | 0                    | 0        | 20         | 65         | 0        | 1        |
| 16 - 20 YEARS                   | 19          | 33         | 2                            | 2         | 0                                   | 0        | 0                     | 0         | 0        | 0        | 0   | 0        | 0                    | 0        | 21         | 35         | 0        | 0        |
| 21 - 25 YEARS                   | 7           | 27         | 2                            | 3         | 0                                   | 0        | 1                     | 2         | 0        | 0        | 0   | 0        | 0                    | 0        | 10         | 32         | 0        | 0        |
| 26 - 30 YEARS                   | 2           | 2          | 0                            | 0         | 0                                   | 0        | 0                     | 0         | 0        | 0        | 0   | 0        | 0                    | 0        | 2          | 2          | 1        | 0        |
| 31 - 35 YEARS                   | 2           | 5          | 0                            | 2         | 0                                   | 0        | 0                     | 0         | 0        | 1        | 0   | 0        | 0                    | 0        | 2          | 8          | 0        | 0        |
| 36 - 40 YEARS                   | 1           | 2          | 0                            | 0         | 0                                   | 0        | 0                     | 1         | 0        | 0        | 0   | 0        | 0                    | 0        | 1          | 3          | 0        | 0        |
| MORE THAN 40 YEARS              | 0           | 2          | 0                            | 1         | 0                                   | 0        | 0                     | 0         | 0        | 0        | 0   | 0        | 0                    | 0        | 0          | 3          | 0        | 0        |
| <b>DEPARTMENT TOTAL</b>         | <b>119</b>  | <b>308</b> | <b>10</b>                    | <b>48</b> | <b>1</b>                            | <b>0</b> | <b>4</b>              | <b>10</b> | <b>3</b> | <b>6</b> | <b>0</b>  | <b>0</b> | <b>0</b>             | <b>3</b> | <b>137</b> | <b>375</b> | <b>1</b> | <b>1</b> |
| MORE THAN 10 YEARS              | 47          | 124        | 7                            | 18        | 0                                   | 0        | 1                     | 4         | 1        | 2        | 0   | 0        | 0                    | 0        | 56         | 148        | 1        | 1        |
| AVERAGE YEARS                   | 10.6        | 10.3       | 14.0                         | 10.4      | 9.0                                 | 0.0      | 8.3                   | 13.2      | 6.3      | 10.2     | 0.0   | 0.0      | 0.0                  | 0.7      | 10.7       | 10.3       | 27.0     | 11.0     |
| <b>DEPARTMENT AVERAGE YEARS</b> | <b>10.4</b> |            |                              |           |                                     |          |                       |           |          |          |   |          |                      |          |            |            |          |          |

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| DEPARTMENT                                   | WHITE       |            | BLACK or<br>AFRICAN AMERICAN |           | AMERICAN INDIAN<br>or ALASKA NATIVE |          | HISPANIC or<br>LATINO |          | ASIAN     |           | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL      |            | DISABLED |          |
|--|-------------|------------|------------------------------|-----------|-------------------------------------|----------|-----------------------|----------|-----------|-----------|---|----------|----------------------|----------|------------|------------|----------|----------|
|  | MALE        | FEMALE     | MALE                         | FEMALE    | MALE                                | FEMALE   | MALE                  | FEMALE   | MALE      | FEMALE    | MALE  | FEMALE   | MALE                 | FEMALE   | MALE       | FEMALE     | MALE     | FEMALE   |
| <b>ENVIRONMENT, GREAT LAKES &amp; ENERGY</b> |             |            |                              |           |                                     |          |                       |          |           |           |   |          |                      |          |            |            |          |          |
| 00 - 05 YEARS                                | 172         | 194        | 2                            | 13        | 1                                   | 2        | 4                     | 1        | 9         | 3         | 0   | 0        | 1                    | 7        | 189        | 220        | 0        | 0        |
| 06 -10 YEARS                                 | 85          | 89         | 0                            | 3         | 0                                   | 0        | 1                     | 1        | 0         | 5         | 0   | 0        | 0                    | 0        | 86         | 98         | 0        | 0        |
| 11 -15 YEARS                                 | 30          | 56         | 2                            | 0         | 0                                   | 0        | 0                     | 1        | 0         | 1         | 0   | 0        | 0                    | 0        | 32         | 58         | 0        | 0        |
| 16 - 20 YEARS                                | 76          | 74         | 3                            | 1         | 0                                   | 1        | 1                     | 2        | 1         | 0         | 0   | 0        | 0                    | 0        | 81         | 78         | 0        | 0        |
| 21 - 25 YEARS                                | 75          | 51         | 1                            | 2         | 0                                   | 0        | 1                     | 1        | 1         | 4         | 0   | 0        | 0                    | 0        | 78         | 58         | 0        | 0        |
| 26 - 30 YEARS                                | 65          | 42         | 1                            | 2         | 0                                   | 0        | 3                     | 1        | 7         | 3         | 0   | 0        | 0                    | 0        | 76         | 48         | 1        | 1        |
| 31 - 35 YEARS                                | 41          | 28         | 2                            | 2         | 0                                   | 1        | 1                     | 1        | 0         | 0         | 0   | 0        | 0                    | 0        | 44         | 32         | 2        | 0        |
| 36 - 40 YEARS                                | 10          | 3          | 3                            | 0         | 0                                   | 0        | 0                     | 0        | 0         | 0         | 0   | 0        | 0                    | 0        | 13         | 3          | 0        | 0        |
| MORE THAN 40 YEARS                           | 9           | 7          | 1                            | 2         | 1                                   | 0        | 0                     | 0        | 0         | 0         | 0   | 0        | 0                    | 0        | 11         | 9          | 3        | 1        |
| <b>DEPARTMENT TOTAL</b>                      | <b>563</b>  | <b>544</b> | <b>15</b>                    | <b>25</b> | <b>2</b>                            | <b>4</b> | <b>11</b>             | <b>8</b> | <b>18</b> | <b>16</b> | <b>0</b>  | <b>0</b> | <b>1</b>             | <b>7</b> | <b>610</b> | <b>604</b> | <b>6</b> | <b>2</b> |
| MORE THAN 10 YEARS                           | 306         | 261        | 13                           | 9         | 1                                   | 2        | 6                     | 6        | 9         | 8         | 0   | 0        | 0                    | 0        | 335        | 286        | 6        | 2        |
| AVERAGE YEARS                                | 15.1        | 12.7       | 23.3                         | 12.8      | 22.5                                | 14.5     | 15.9                  | 18.1     | 14.3      | 14.6      | 0.0   | 0.0      | 4.0                  | 1.3      | 15.3       | 12.7       | 36.8     | 35.5     |
| <b>DEPARTMENT AVERAGE YEARS</b>              | <b>14.0</b> |            |                              |           |                                     |          |                       |          |           |           |   |          |                      |          |            |            |          |          |

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| DEPARTMENT                      | WHITE     |           | BLACK or<br>AFRICAN AMERICAN |            | AMERICAN INDIAN<br>or ALASKA NATIVE |          | HISPANIC or<br>LATINO |          | ASIAN    |          | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL     |           | DISABLED |          |
|---------------------------------|-----------|-----------|------------------------------|------------|-------------------------------------|----------|-----------------------|----------|----------|----------|---|----------|----------------------|----------|-----------|-----------|----------|----------|
|                                 | MALE      | FEMALE    | MALE                         | FEMALE     | MALE                                | FEMALE   | MALE                  | FEMALE   | MALE     | FEMALE   | MALE  | FEMALE   | MALE                 | FEMALE   | MALE      | FEMALE    | MALE     | FEMALE   |
| <b>EXECUTIVE OFFICE</b>         |           |           |                              |            |                                     |          |                       |          |          |          |   |          |                      |          |           |           |          |          |
| 00 - 05 YEARS                   | 13        | 33        | 4                            | 5          | 0                                   | 0        | 1                     | 5        | 2        | 1        | 0   | 0        | 0                    | 1        | 20        | 45        | 0        | 0        |
| 06 -10 YEARS                    | 0         | 2         | 0                            | 1          | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 0         | 3         | 0        | 0        |
| 11 -15 YEARS                    | 0         | 1         | 0                            | 1          | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 0         | 2         | 0        | 0        |
| 16 - 20 YEARS                   | 0         | 0         | 0                            | 1          | 0                                   | 0        | 0                     | 1        | 0        | 0        | 0   | 0        | 0                    | 0        | 0         | 2         | 0        | 0        |
| 21 - 25 YEARS                   | 0         | 0         | 0                            | 0          | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 0         | 0         | 0        | 0        |
| 26 - 30 YEARS                   | 0         | 1         | 0                            | 0          | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 0         | 1         | 0        | 0        |
| 31 - 35 YEARS                   | 0         | 0         | 0                            | 0          | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 0         | 0         | 0        | 0        |
| 36 - 40 YEARS                   | 0         | 0         | 0                            | 0          | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 0         | 0         | 0        | 0        |
| MORE THAN 40 YEARS              | 0         | 0         | 0                            | 0          | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 0         | 0         | 0        | 0        |
| <b>DEPARTMENT TOTAL</b>         | <b>13</b> | <b>37</b> | <b>4</b>                     | <b>8</b>   | <b>0</b>                            | <b>0</b> | <b>1</b>              | <b>6</b> | <b>2</b> | <b>1</b> | <b>0</b>  | <b>0</b> | <b>0</b>             | <b>1</b> | <b>20</b> | <b>53</b> | <b>0</b> | <b>0</b> |
| MORE THAN 10 YEARS              | 0         | 2         | 0                            | 2          | 0                                   | 0        | 0                     | 1        | 0        | 0        | 0   | 0        | 0                    | 0        | 0         | 5         | 0        | 0        |
| AVERAGE YEARS                   | 1.8       | 3.1       | 1.0                          | 6.3        | 0.0                                 | 0.0      | 0.0                   | 4.3      | 1.0      | 3.0      | 0.0   | 0.0      | 0.0                  | 0.0      | 1.5       | 3.6       | 0.0      | 0.0      |
| <b>DEPARTMENT AVERAGE YEARS</b> |           |           |                              | <b>3.0</b> |                                     |          |                       |          |          |          |   |          |                      |          |           |           |          |          |

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# STATE OF MICHIGAN

Table 3-1

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: March 20, 2021

| DEPARTMENT                          | WHITE      |            | BLACK or<br>AFRICAN AMERICAN |           | AMERICAN INDIAN<br>or ALASKA NATIVE |          | HISPANIC or<br>LATINO |          | ASIAN    |          | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL      |            | DISABLED |          |
|-------------------------------------|------------|------------|------------------------------|-----------|-------------------------------------|----------|-----------------------|----------|----------|----------|---|----------|----------------------|----------|------------|------------|----------|----------|
|                                     | MALE       | FEMALE     | MALE                         | FEMALE    | MALE                                | FEMALE   | MALE                  | FEMALE   | MALE     | FEMALE   | MALE  | FEMALE   | MALE                 | FEMALE   | MALE       | FEMALE     | MALE     | FEMALE   |
| <b>INSURANCE AND FINANCIAL SERV</b> |            |            |                              |           |                                     |          |                       |          |          |          |   |          |                      |          |            |            |          |          |
| 00 - 05 YEARS                       | 47         | 40         | 2                            | 6         | 0                                   | 0        | 1                     | 1        | 0        | 1        | 0   | 0        | 1                    | 1        | 51         | 49         | 0        | 0        |
| 06 -10 YEARS                        | 15         | 21         | 2                            | 5         | 0                                   | 1        | 3                     | 0        | 0        | 1        | 0   | 0        | 0                    | 0        | 20         | 28         | 0        | 0        |
| 11 -15 YEARS                        | 16         | 31         | 1                            | 6         | 0                                   | 0        | 0                     | 2        | 0        | 2        | 0   | 0        | 0                    | 0        | 17         | 41         | 0        | 0        |
| 16 - 20 YEARS                       | 13         | 24         | 2                            | 2         | 0                                   | 0        | 1                     | 0        | 1        | 0        | 0   | 0        | 0                    | 0        | 17         | 26         | 0        | 0        |
| 21 - 25 YEARS                       | 7          | 22         | 0                            | 4         | 0                                   | 0        | 0                     | 2        | 0        | 0        | 0   | 0        | 0                    | 0        | 7          | 28         | 0        | 1        |
| 26 - 30 YEARS                       | 7          | 6          | 0                            | 1         | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 7          | 7          | 0        | 1        |
| 31 - 35 YEARS                       | 6          | 9          | 2                            | 1         | 0                                   | 0        | 0                     | 1        | 0        | 0        | 0   | 0        | 0                    | 0        | 8          | 11         | 0        | 1        |
| 36 - 40 YEARS                       | 3          | 3          | 0                            | 0         | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 3          | 3          | 0        | 0        |
| MORE THAN 40 YEARS                  | 1          | 1          | 0                            | 0         | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 1          | 1          | 0        | 0        |
| <b>DEPARTMENT TOTAL</b>             | <b>115</b> | <b>157</b> | <b>9</b>                     | <b>25</b> | <b>0</b>                            | <b>1</b> | <b>5</b>              | <b>6</b> | <b>1</b> | <b>4</b> | <b>0</b>  | <b>0</b> | <b>1</b>             | <b>1</b> | <b>131</b> | <b>194</b> | <b>0</b> | <b>3</b> |
| MORE THAN 10 YEARS                  | 53         | 96         | 5                            | 14        | 0                                   | 0        | 1                     | 5        | 1        | 2        | 0   | 0        | 0                    | 0        | 60         | 117        | 0        | 3        |
| AVERAGE YEARS                       | 11.9       | 14.0       | 15.2                         | 13.0      | 0.0                                 | 9.0      | 9.0                   | 17.5     | 18.0     | 9.5      | 0.0   | 0.0      | 2.0                  | 0.0      | 11.9       | 13.8       | 0.0      | 29.3     |
| <b>DEPARTMENT AVERAGE YEARS</b>     |            |            | <b>13.1</b>                  |           |                                     |          |                       |          |          |          |   |          |                      |          |            |            |          |          |

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Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| DEPARTMENT                              | WHITE       |              | BLACK or<br>AFRICAN AMERICAN |            | AMERICAN INDIAN<br>or ALASKA NATIVE |          | HISPANIC or<br>LATINO |           | ASIAN     |           | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |           | TOTAL      |              | DISABLED  |           |
|---|-------------|--------------|------------------------------|------------|-------------------------------------|----------|-----------------------|-----------|-----------|-----------|---|----------|----------------------|-----------|------------|--------------|-----------|-----------|
|   | MALE        | FEMALE       | MALE                         | FEMALE     | MALE                                | FEMALE   | MALE                  | FEMALE    | MALE      | FEMALE    | MALE  | FEMALE   | MALE                 | FEMALE    | MALE       | FEMALE       | MALE      | FEMALE    |
| <b>LABOR &amp; ECONOMIC OPPORTUNITY</b> |             |              |                              |            |                                     |          |                       |           |           |           |   |          |                      |           |            |              |           |           |
| 00 - 05 YEARS                           | 206         | 411          | 44                           | 287        | 1                                   | 4        | 12                    | 33        | 3         | 15        | 1   | 2        | 6                    | 19        | 273        | 771          | 1         | 1         |
| 06 -10 YEARS                            | 92          | 160          | 17                           | 62         | 4                                   | 0        | 4                     | 11        | 1         | 2         | 0   | 0        | 0                    | 0         | 118        | 235          | 1         | 2         |
| 11 -15 YEARS                            | 76          | 161          | 24                           | 82         | 0                                   | 2        | 9                     | 6         | 1         | 1         | 0   | 0        | 0                    | 0         | 110        | 252          | 2         | 2         |
| 16 - 20 YEARS                           | 79          | 154          | 28                           | 142        | 3                                   | 2        | 7                     | 6         | 3         | 4         | 0   | 0        | 0                    | 0         | 120        | 308          | 2         | 1         |
| 21 - 25 YEARS                           | 49          | 68           | 5                            | 43         | 1                                   | 1        | 3                     | 3         | 0         | 2         | 0   | 0        | 0                    | 0         | 58         | 117          | 2         | 0         |
| 26 - 30 YEARS                           | 20          | 43           | 7                            | 22         | 0                                   | 0        | 1                     | 2         | 1         | 2         | 0   | 0        | 0                    | 0         | 29         | 69           | 0         | 3         |
| 31 - 35 YEARS                           | 17          | 26           | 9                            | 25         | 1                                   | 0        | 4                     | 3         | 2         | 1         | 0   | 0        | 0                    | 0         | 33         | 55           | 2         | 6         |
| 36 - 40 YEARS                           | 8           | 10           | 1                            | 6          | 0                                   | 0        | 2                     | 1         | 0         | 1         | 0   | 0        | 0                    | 0         | 11         | 18           | 1         | 0         |
| MORE THAN 40 YEARS                      | 5           | 20           | 1                            | 15         | 0                                   | 0        | 0                     | 1         | 0         | 0         | 0   | 0        | 0                    | 0         | 6          | 36           | 2         | 1         |
| <b>DEPARTMENT TOTAL</b>                 | <b>552</b>  | <b>1,053</b> | <b>136</b>                   | <b>684</b> | <b>10</b>                           | <b>9</b> | <b>42</b>             | <b>66</b> | <b>11</b> | <b>28</b> | <b>1</b>  | <b>2</b> | <b>6</b>             | <b>19</b> | <b>758</b> | <b>1,861</b> | <b>13</b> | <b>16</b> |
| MORE THAN 10 YEARS                      | 254         | 482          | 75                           | 335        | 5                                   | 5        | 26                    | 22        | 7         | 11        | 0   | 0        | 0                    | 0         | 367        | 855          | 11        | 13        |
| AVERAGE YEARS                           | 11.3        | 11.1         | 12.9                         | 11.3       | 14.6                                | 11.4     | 14.2                  | 9.5       | 16.1      | 10.5      | 4.0   | 0.5      | 0.8                  | 1.2       | 11.8       | 11.0         | 23.5      | 24.4      |
| <b>DEPARTMENT AVERAGE YEARS</b>         | <b>11.2</b> |              |                              |            |                                     |          |                       |           |           |           |   |          |                      |           |            |              |           |           |

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Source: Michigan Civil Service Commission HWF18

# STATE OF MICHIGAN

Table 3-1

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: March 20, 2021

| DEPARTMENT                                | WHITE      |            | BLACK or<br>AFRICAN AMERICAN |            | AMERICAN INDIAN<br>or ALASKA NATIVE |          | HISPANIC or<br>LATINO |           | ASIAN    |           | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |           | TOTAL      |            | DISABLED |          |
|---|------------|------------|------------------------------|------------|-------------------------------------|----------|-----------------------|-----------|----------|-----------|---|----------|----------------------|-----------|------------|------------|----------|----------|
|   | MALE       | FEMALE     | MALE                         | FEMALE     | MALE                                | FEMALE   | MALE                  | FEMALE    | MALE     | FEMALE    | MALE  | FEMALE   | MALE                 | FEMALE    | MALE       | FEMALE     | MALE     | FEMALE   |
| <b>LICENSING &amp; REGULATORY AFFAIRS</b> |            |            |                              |            |                                     |          |                       |           |          |           |   |          |                      |           |            |            |          |          |
| 00 - 05 YEARS                             | 188        | 247        | 14                           | 34         | 0                                   | 0        | 5                     | 7         | 2        | 5         | 0   | 0        | 1                    | 10        | 210        | 303        | 0        | 0        |
| 06 -10 YEARS                              | 119        | 151        | 8                            | 26         | 3                                   | 2        | 4                     | 2         | 0        | 3         | 0   | 0        | 0                    | 0         | 134        | 184        | 0        | 0        |
| 11 -15 YEARS                              | 79         | 116        | 5                            | 25         | 0                                   | 1        | 1                     | 5         | 4        | 4         | 0   | 0        | 0                    | 0         | 89         | 151        | 0        | 0        |
| 16 - 20 YEARS                             | 43         | 96         | 6                            | 24         | 0                                   | 1        | 1                     | 3         | 1        | 0         | 0   | 0        | 0                    | 0         | 51         | 124        | 0        | 0        |
| 21 - 25 YEARS                             | 38         | 63         | 3                            | 28         | 0                                   | 2        | 1                     | 3         | 0        | 2         | 0   | 0        | 0                    | 0         | 42         | 98         | 0        | 0        |
| 26 - 30 YEARS                             | 26         | 43         | 1                            | 2          | 0                                   | 0        | 0                     | 2         | 0        | 1         | 0   | 0        | 0                    | 0         | 27         | 48         | 1        | 0        |
| 31 - 35 YEARS                             | 11         | 25         | 0                            | 15         | 0                                   | 0        | 0                     | 4         | 1        | 1         | 0   | 0        | 0                    | 0         | 12         | 45         | 0        | 3        |
| 36 - 40 YEARS                             | 1          | 2          | 2                            | 1          | 0                                   | 0        | 0                     | 0         | 0        | 0         | 0   | 0        | 0                    | 0         | 3          | 3          | 0        | 0        |
| MORE THAN 40 YEARS                        | 8          | 10         | 2                            | 0          | 0                                   | 0        | 0                     | 0         | 0        | 0         | 0   | 0        | 0                    | 0         | 10         | 10         | 0        | 1        |
| <b>DEPARTMENT TOTAL</b>                   | <b>513</b> | <b>753</b> | <b>41</b>                    | <b>155</b> | <b>3</b>                            | <b>6</b> | <b>12</b>             | <b>26</b> | <b>8</b> | <b>16</b> | <b>0</b>  | <b>0</b> | <b>1</b>             | <b>10</b> | <b>578</b> | <b>966</b> | <b>1</b> | <b>4</b> |
| MORE THAN 10 YEARS                        | 206        | 355        | 19                           | 95         | 0                                   | 4        | 3                     | 17        | 6        | 8         | 0   | 0        | 0                    | 0         | 234        | 479        | 1        | 4        |
| AVERAGE YEARS                             | 10.9       | 12.0       | 13.5                         | 14.5       | 6.3                                 | 15.2     | 9.1                   | 16.0      | 13.5     | 11.7      | 0.0   | 0.0      | 1.0                  | 2.3       | 11.0       | 12.4       | 28.0     | 34.8     |
| <b>DEPARTMENT AVERAGE YEARS</b>           |            |            | <b>11.9</b>                  |            |                                     |          |                       |           |          |           |   |          |                      |           |            |            |          |          |

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| DEPARTMENT                      | WHITE      |              | BLACK or<br>AFRICAN AMERICAN |            | AMERICAN INDIAN<br>or ALASKA NATIVE |           | HISPANIC or<br>LATINO |           | ASIAN     |           | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |           | TOTAL        |              | DISABLED    |           |
|---------------------------------|------------|--------------|------------------------------|------------|-------------------------------------|-----------|-----------------------|-----------|-----------|-----------|---|----------|----------------------|-----------|--------------|--------------|-------------|-----------|
|                                 | MALE       | FEMALE       | MALE                         | FEMALE     | MALE                                | FEMALE    | MALE                  | FEMALE    | MALE      | FEMALE    | MALE  | FEMALE   | MALE                 | FEMALE    | MALE         | FEMALE       | MALE        | FEMALE    |
| <b>MDHHS - COMMUNITY HEALTH</b> |            |              |                              |            |                                     |           |                       |           |           |           |   |          |                      |           |              |              |             |           |
| 00 - 05 YEARS                   | 314        | 630          | 151                          | 325        | 2                                   | 2         | 9                     | 33        | 19        | 17        | 1   | 0        | 10                   | 19        | 506          | 1,026        | 0           | 0         |
| 06 -10 YEARS                    | 168        | 311          | 82                           | 124        | 1                                   | 2         | 8                     | 16        | 6         | 19        | 0   | 0        | 0                    | 0         | 265          | 472          | 0           | 1         |
| 11 -15 YEARS                    | 100        | 205          | 33                           | 56         | 0                                   | 3         | 2                     | 7         | 4         | 6         | 0   | 0        | 0                    | 0         | 139          | 277          | 0           | 0         |
| 16 - 20 YEARS                   | 86         | 168          | 26                           | 64         | 0                                   | 0         | 5                     | 7         | 3         | 7         | 0   | 0        | 0                    | 0         | 120          | 246          | 0           | 0         |
| 21 - 25 YEARS                   | 79         | 133          | 20                           | 48         | 1                                   | 3         | 3                     | 3         | 3         | 6         | 0   | 0        | 0                    | 0         | 106          | 193          | 1           | 1         |
| 26 - 30 YEARS                   | 32         | 45           | 12                           | 22         | 1                                   | 0         | 1                     | 0         | 1         | 3         | 0   | 0        | 0                    | 0         | 47           | 70           | 2           | 4         |
| 31 - 35 YEARS                   | 20         | 48           | 14                           | 18         | 0                                   | 1         | 1                     | 3         | 1         | 1         | 0   | 0        | 0                    | 0         | 36           | 71           | 0           | 3         |
| 36 - 40 YEARS                   | 7          | 13           | 1                            | 3          | 0                                   | 0         | 1                     | 1         | 1         | 0         | 0   | 0        | 0                    | 0         | 10           | 17           | 0           | 2         |
| MORE THAN 40 YEARS              | 9          | 23           | 6                            | 4          | 0                                   | 1         | 1                     | 0         | 1         | 0         | 0   | 0        | 0                    | 0         | 17           | 28           | 1           | 3         |
| <b>DEPARTMENT TOTAL</b>         | <b>815</b> | <b>1,576</b> | <b>345</b>                   | <b>664</b> | <b>5</b>                            | <b>12</b> | <b>31</b>             | <b>70</b> | <b>39</b> | <b>59</b> | <b>1</b>  | <b>0</b> | <b>10</b>            | <b>19</b> | <b>1,246</b> | <b>2,400</b> | <b>4</b>    | <b>14</b> |
| MORE THAN 10 YEARS              | 333        | 635          | 112                          | 215        | 2                                   | 8         | 14                    | 21        | 14        | 23        | 0   | 0        | 0                    | 0         | 475          | 902          | 4           | 13        |
| AVERAGE YEARS                   | 11.0       | 10.9         | 9.9                          | 9.3        | 12.6                                | 17.1      | 13.2                  | 9.2       | 10.3      | 11.0      | 4.0   | 0.0      | 1.5                  | 1.4       | 10.6         | 10.3         | 31.0        | 31.9      |
| <b>DEPARTMENT AVERAGE YEARS</b> |            |              |                              |            |                                     |           |                       |           |           |           |   |          |                      |           |              |              |             |           |
|                                 |            |              |                              |            |                                     |           |                       |           |           |           |   |          |                      |           |              |              | <b>10.4</b> |           |

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| DEPARTMENT                      | WHITE        |              | BLACK or<br>AFRICAN AMERICAN |              | AMERICAN INDIAN<br>or ALASKA NATIVE |           | HISPANIC or<br>LATINO |            | ASIAN     |           | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |           | TOTAL        |              | DISABLED  |           |
|---------------------------------|--------------|--------------|------------------------------|--------------|-------------------------------------|-----------|-----------------------|------------|-----------|-----------|---|----------|----------------------|-----------|--------------|--------------|-----------|-----------|
|                                 | MALE         | FEMALE       | MALE                         | FEMALE       | MALE                                | FEMALE    | MALE                  | FEMALE     | MALE      | FEMALE    | MALE  | FEMALE   | MALE                 | FEMALE    | MALE         | FEMALE       | MALE      | FEMALE    |
| <b>MDHHS - HUMAN SERVICES</b>   |              |              |                              |              |                                     |           |                       |            |           |           |   |          |                      |           |              |              |           |           |
| 00 - 05 YEARS                   | 410          | 1,703        | 144                          | 842          | 4                                   | 19        | 31                    | 89         | 7         | 15        | 1   | 1        | 24                   | 60        | 621          | 2,729        | 1         | 0         |
| 06 -10 YEARS                    | 352          | 1,343        | 110                          | 640          | 3                                   | 18        | 19                    | 59         | 2         | 11        | 0   | 0        | 0                    | 0         | 486          | 2,071        | 0         | 3         |
| 11 -15 YEARS                    | 213          | 1,005        | 64                           | 525          | 2                                   | 4         | 11                    | 50         | 3         | 8         | 0   | 0        | 0                    | 1         | 293          | 1,593        | 0         | 1         |
| 16 - 20 YEARS                   | 106          | 482          | 33                           | 249          | 0                                   | 4         | 12                    | 32         | 2         | 4         | 0   | 1        | 0                    | 0         | 153          | 772          | 0         | 4         |
| 21 - 25 YEARS                   | 113          | 396          | 39                           | 344          | 1                                   | 4         | 7                     | 34         | 0         | 5         | 0   | 0        | 0                    | 0         | 160          | 783          | 0         | 2         |
| 26 - 30 YEARS                   | 51           | 172          | 20                           | 95           | 0                                   | 3         | 4                     | 21         | 2         | 3         | 0   | 0        | 0                    | 0         | 77           | 294          | 3         | 6         |
| 31 - 35 YEARS                   | 31           | 78           | 11                           | 75           | 0                                   | 0         | 6                     | 14         | 1         | 3         | 0   | 0        | 0                    | 0         | 49           | 170          | 2         | 5         |
| 36 - 40 YEARS                   | 13           | 21           | 4                            | 33           | 0                                   | 0         | 1                     | 0          | 0         | 1         | 0   | 0        | 0                    | 0         | 18           | 55           | 3         | 0         |
| MORE THAN 40 YEARS              | 14           | 37           | 5                            | 45           | 0                                   | 0         | 1                     | 2          | 0         | 1         | 0   | 0        | 0                    | 0         | 20           | 85           | 1         | 2         |
| <b>DEPARTMENT TOTAL</b>         | <b>1,303</b> | <b>5,237</b> | <b>430</b>                   | <b>2,848</b> | <b>10</b>                           | <b>52</b> | <b>92</b>             | <b>301</b> | <b>17</b> | <b>51</b> | <b>1</b>  | <b>2</b> | <b>24</b>            | <b>61</b> | <b>1,877</b> | <b>8,552</b> | <b>10</b> | <b>23</b> |
| MORE THAN 10 YEARS              | 541          | 2,191        | 176                          | 1,366        | 3                                   | 15        | 42                    | 153        | 8         | 25        | 0   | 1        | 0                    | 1         | 770          | 3,752        | 9         | 20        |
| AVERAGE YEARS                   | 11.3         | 10.6         | 11.3                         | 12.2         | 7.9                                 | 9.8       | 12.5                  | 12.7       | 10.5      | 13.4      | 3.0   | 11.5     | 2.2                  | 2.1       | 11.2         | 11.2         | 32.1      | 24.5      |
| <b>DEPARTMENT AVERAGE YEARS</b> |              |              | <b>11.2</b>                  |              |                                     |           |                       |            |           |           |   |          |                      |           |              |              |           |           |

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**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| DEPARTMENT                            | WHITE      |            | BLACK or<br>AFRICAN AMERICAN |            | AMERICAN INDIAN<br>or ALASKA NATIVE |          | HISPANIC or<br>LATINO |          | ASIAN    |          | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL      |            | DISABLED |          |
|---------------------------------------|------------|------------|------------------------------|------------|-------------------------------------|----------|-----------------------|----------|----------|----------|---|----------|----------------------|----------|------------|------------|----------|----------|
|                                       | MALE       | FEMALE     | MALE                         | FEMALE     | MALE                                | FEMALE   | MALE                  | FEMALE   | MALE     | FEMALE   | MALE  | FEMALE   | MALE                 | FEMALE   | MALE       | FEMALE     | MALE     | FEMALE   |
| <b>MILITARY &amp; VETERAN AFFAIRS</b> |            |            |                              |            |                                     |          |                       |          |          |          |   |          |                      |          |            |            |          |          |
| 00 - 05 YEARS                         | 150        | 150        | 14                           | 6          | 0                                   | 3        | 8                     | 3        | 2        | 3        | 0   | 0        | 2                    | 3        | 176        | 168        | 0        | 0        |
| 06 -10 YEARS                          | 71         | 59         | 5                            | 5          | 0                                   | 1        | 3                     | 0        | 2        | 1        | 0   | 0        | 0                    | 0        | 81         | 66         | 0        | 0        |
| 11 -15 YEARS                          | 44         | 23         | 1                            | 3          | 1                                   | 0        | 0                     | 1        | 0        | 2        | 0   | 0        | 0                    | 0        | 46         | 29         | 0        | 0        |
| 16 - 20 YEARS                         | 32         | 20         | 1                            | 5          | 0                                   | 0        | 0                     | 1        | 0        | 0        | 0   | 0        | 0                    | 0        | 33         | 26         | 0        | 0        |
| 21 - 25 YEARS                         | 18         | 25         | 3                            | 8          | 0                                   | 0        | 4                     | 0        | 0        | 1        | 0   | 0        | 0                    | 0        | 25         | 34         | 0        | 0        |
| 26 - 30 YEARS                         | 20         | 17         | 0                            | 0          | 0                                   | 0        | 1                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 21         | 17         | 0        | 0        |
| 31 - 35 YEARS                         | 4          | 1          | 1                            | 1          | 0                                   | 0        | 1                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 6          | 2          | 1        | 0        |
| 36 - 40 YEARS                         | 4          | 0          | 0                            | 0          | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 4          | 0          | 1        | 0        |
| MORE THAN 40 YEARS                    | 1          | 1          | 0                            | 0          | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 1          | 1          | 0        | 0        |
| <b>DEPARTMENT TOTAL</b>               | <b>344</b> | <b>296</b> | <b>25</b>                    | <b>28</b>  | <b>1</b>                            | <b>4</b> | <b>17</b>             | <b>5</b> | <b>4</b> | <b>7</b> | <b>0</b>  | <b>0</b> | <b>2</b>             | <b>3</b> | <b>393</b> | <b>343</b> | <b>2</b> | <b>0</b> |
| MORE THAN 10 YEARS                    | 123        | 87         | 6                            | 17         | 1                                   | 0        | 6                     | 2        | 0        | 3        | 0   | 0        | 0                    | 0        | 136        | 109        | 2        | 0        |
| AVERAGE YEARS                         | 9.8        | 8.8        | 7.5                          | 13.8       | 12.0                                | 3.3      | 11.8                  | 8.0      | 6.0      | 9.4      | 0.0   | 0.0      | 1.5                  | 0.3      | 9.7        | 9.0        | 35.5     | 0.0      |
| <b>DEPARTMENT AVERAGE YEARS</b>       |            |            |                              | <b>9.4</b> |                                     |          |                       |          |          |          |   |          |                      |          |            |            |          |          |

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Source: Michigan Civil Service Commission HWF18



**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| DEPARTMENT                      | WHITE        |            | BLACK or<br>AFRICAN AMERICAN |             | AMERICAN INDIAN<br>or ALASKA NATIVE |          | HISPANIC or<br>LATINO |          | ASIAN    |          | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL        |            | DISABLED |          |
|---------------------------------|--------------|------------|------------------------------|-------------|-------------------------------------|----------|-----------------------|----------|----------|----------|---|----------|----------------------|----------|--------------|------------|----------|----------|
|                                 | MALE         | FEMALE     | MALE                         | FEMALE      | MALE                                | FEMALE   | MALE                  | FEMALE   | MALE     | FEMALE   | MALE  | FEMALE   | MALE                 | FEMALE   | MALE         | FEMALE     | MALE     | FEMALE   |
| <b>NATURAL RESOURCES</b>        |              |            |                              |             |                                     |          |                       |          |          |          |   |          |                      |          |              |            |          |          |
| 00 - 05 YEARS                   | 283          | 199        | 3                            | 14          | 3                                   | 2        | 1                     | 3        | 1        | 2        | 0   | 0        | 2                    | 2        | 293          | 222        | 0        | 0        |
| 06 -10 YEARS                    | 215          | 101        | 3                            | 4           | 1                                   | 0        | 4                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 223          | 105        | 0        | 0        |
| 11 -15 YEARS                    | 122          | 58         | 2                            | 3           | 0                                   | 0        | 1                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 125          | 61         | 1        | 0        |
| 16 - 20 YEARS                   | 177          | 59         | 1                            | 2           | 2                                   | 0        | 4                     | 0        | 2        | 0        | 0   | 0        | 0                    | 0        | 186          | 61         | 0        | 0        |
| 21 - 25 YEARS                   | 160          | 53         | 1                            | 1           | 1                                   | 0        | 2                     | 1        | 0        | 1        | 0   | 0        | 1                    | 0        | 165          | 56         | 2        | 1        |
| 26 - 30 YEARS                   | 65           | 18         | 0                            | 1           | 1                                   | 1        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 66           | 20         | 0        | 0        |
| 31 - 35 YEARS                   | 48           | 20         | 3                            | 1           | 1                                   | 0        | 0                     | 4        | 0        | 0        | 0   | 0        | 0                    | 0        | 52           | 25         | 1        | 1        |
| 36 - 40 YEARS                   | 7            | 3          | 2                            | 0           | 0                                   | 1        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 9            | 4          | 0        | 0        |
| MORE THAN 40 YEARS              | 10           | 4          | 0                            | 0           | 0                                   | 0        | 0                     | 0        | 0        | 0        | 0   | 0        | 0                    | 0        | 10           | 4          | 0        | 0        |
| <b>DEPARTMENT TOTAL</b>         | <b>1,087</b> | <b>515</b> | <b>15</b>                    | <b>26</b>   | <b>9</b>                            | <b>4</b> | <b>12</b>             | <b>8</b> | <b>3</b> | <b>3</b> | <b>0</b>  | <b>0</b> | <b>3</b>             | <b>2</b> | <b>1,129</b> | <b>558</b> | <b>4</b> | <b>2</b> |
| MORE THAN 10 YEARS              | 589          | 215        | 9                            | 8           | 5                                   | 2        | 7                     | 5        | 2        | 1        | 0   | 0        | 1                    | 0        | 613          | 231        | 4        | 2        |
| AVERAGE YEARS                   | 13.7         | 11.1       | 17.9                         | 8.1         | 14.8                                | 17.0     | 13.8                  | 19.9     | 13.7     | 10.0     | 0.0   | 0.0      | 9.3                  | 2.0      | 13.7         | 11.1       | 23.3     | 27.0     |
| <b>DEPARTMENT AVERAGE YEARS</b> |              |            |                              | <b>12.8</b> |                                     |          |                       |          |          |          |   |          |                      |          |              |            |          |          |

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Source: Michigan Civil Service Commission HWF18

# STATE OF MICHIGAN

Table 3-1

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: March 20, 2021

| DEPARTMENT               | WHITE |        | BLACK or<br>AFRICAN AMERICAN |        | AMERICAN INDIAN<br>or ALASKA NATIVE |        | HISPANIC or<br>LATINO |        | ASIAN |        | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |        | TWO or MORE<br>RACES |        | TOTAL |        | DISABLED |        |
|--------------------------|-------|--------|------------------------------|--------|-------------------------------------|--------|-----------------------|--------|-------|--------|---|--------|----------------------|--------|-------|--------|----------|--------|
|                          | MALE  | FEMALE | MALE                         | FEMALE | MALE                                | FEMALE | MALE                  | FEMALE | MALE  | FEMALE | MALE  | FEMALE | MALE                 | FEMALE | MALE  | FEMALE | MALE     | FEMALE |
| STATE                    |       |        |                              |        |                                     |        |                       |        |       |        |   |        |                      |        |       |        |          |        |
| 00 - 05 YEARS            | 88    | 296    | 20                           | 84     | 1                                   | 2      | 7                     | 16     | 2     | 8      | 0   | 1      | 0                    | 3      | 118   | 410    | 0        | 0      |
| 06 -10 YEARS             | 62    | 187    | 7                            | 50     | 0                                   | 1      | 3                     | 9      | 0     | 3      | 0   | 0      | 2                    | 0      | 74    | 250    | 0        | 0      |
| 11 -15 YEARS             | 19    | 37     | 1                            | 4      | 0                                   | 0      | 0                     | 2      | 0     | 0      | 0   | 0      | 0                    | 0      | 20    | 43     | 0        | 0      |
| 16 - 20 YEARS            | 19    | 94     | 5                            | 16     | 0                                   | 1      | 2                     | 3      | 0     | 2      | 0   | 0      | 0                    | 0      | 26    | 116    | 0        | 0      |
| 21 - 25 YEARS            | 26    | 81     | 2                            | 25     | 0                                   | 3      | 1                     | 6      | 1     | 1      | 0   | 0      | 0                    | 0      | 30    | 116    | 1        | 0      |
| 26 - 30 YEARS            | 4     | 31     | 1                            | 10     | 0                                   | 0      | 0                     | 2      | 0     | 1      | 0   | 0      | 0                    | 0      | 5     | 44     | 0        | 2      |
| 31 - 35 YEARS            | 6     | 16     | 2                            | 15     | 0                                   | 0      | 1                     | 3      | 2     | 1      | 0   | 0      | 0                    | 0      | 11    | 35     | 1        | 1      |
| 36 - 40 YEARS            | 0     | 4      | 1                            | 5      | 0                                   | 0      | 0                     | 1      | 0     | 0      | 0   | 0      | 0                    | 0      | 1     | 10     | 0        | 0      |
| MORE THAN 40 YEARS       | 3     | 9      | 0                            | 0      | 0                                   | 1      | 0                     | 0      | 0     | 0      | 0   | 0      | 0                    | 0      | 3     | 10     | 0        | 0      |
| DEPARTMENT TOTAL         | 227   | 755    | 39                           | 209    | 1                                   | 8      | 14                    | 42     | 5     | 16     | 0   | 1      | 2                    | 3      | 288   | 1,034  | 2        | 3      |
| MORE THAN 10 YEARS       | 77    | 272    | 12                           | 75     | 0                                   | 5      | 4                     | 17     | 3     | 5      | 0   | 0      | 0                    | 0      | 96    | 374    | 2        | 3      |
| AVERAGE YEARS            | 10.2  | 11.0   | 10.0                         | 11.9   | 0.0                                 | 18.6   | 9.5                   | 12.7   | 19.0  | 9.9    | 0.0   | 2.0    | 8.0                  | 1.3    | 10.3  | 11.2   | 26.0     | 30.0   |
| DEPARTMENT AVERAGE YEARS |       |        |                              | 11.0   |                                     |        |                       |        |       |        |   |        |                      |        |       |        |          |        |

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| DEPARTMENT                      | WHITE        |            | BLACK or<br>AFRICAN AMERICAN |             | AMERICAN INDIAN<br>or ALASKA NATIVE |          | HISPANIC or<br>LATINO |           | ASIAN     |          | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL        |            | DISABLED |          |
|---------------------------------|--------------|------------|------------------------------|-------------|-------------------------------------|----------|-----------------------|-----------|-----------|----------|---|----------|----------------------|----------|--------------|------------|----------|----------|
|                                 | MALE         | FEMALE     | MALE                         | FEMALE      | MALE                                | FEMALE   | MALE                  | FEMALE    | MALE      | FEMALE   | MALE  | FEMALE   | MALE                 | FEMALE   | MALE         | FEMALE     | MALE     | FEMALE   |
| <b>STATE POLICE</b>             |              |            |                              |             |                                     |          |                       |           |           |          |   |          |                      |          |              |            |          |          |
| 00 - 05 YEARS                   | 641          | 278        | 54                           | 21          | 9                                   | 0        | 16                    | 10        | 7         | 3        | 0   | 0        | 13                   | 2        | 740          | 314        | 0        | 0        |
| 06 -10 YEARS                    | 465          | 151        | 19                           | 3           | 4                                   | 1        | 12                    | 6         | 2         | 1        | 0   | 0        | 0                    | 0        | 502          | 162        | 0        | 0        |
| 11 -15 YEARS                    | 91           | 79         | 3                            | 5           | 0                                   | 1        | 4                     | 1         | 2         | 1        | 0   | 0        | 0                    | 0        | 100          | 87         | 0        | 0        |
| 16 - 20 YEARS                   | 122          | 74         | 3                            | 3           | 1                                   | 0        | 3                     | 4         | 0         | 0        | 0   | 0        | 0                    | 0        | 129          | 81         | 0        | 1        |
| 21 - 25 YEARS                   | 425          | 76         | 14                           | 8           | 4                                   | 0        | 7                     | 1         | 5         | 0        | 0   | 0        | 0                    | 0        | 455          | 85         | 0        | 0        |
| 26 - 30 YEARS                   | 195          | 31         | 22                           | 0           | 7                                   | 0        | 5                     | 0         | 0         | 0        | 0   | 0        | 0                    | 0        | 229          | 31         | 1        | 0        |
| 31 - 35 YEARS                   | 40           | 20         | 4                            | 3           | 0                                   | 0        | 0                     | 1         | 0         | 0        | 0   | 0        | 0                    | 0        | 44           | 24         | 0        | 1        |
| 36 - 40 YEARS                   | 3            | 3          | 0                            | 1           | 0                                   | 0        | 0                     | 1         | 0         | 0        | 0   | 0        | 0                    | 0        | 3            | 5          | 1        | 0        |
| MORE THAN 40 YEARS              | 0            | 3          | 0                            | 0           | 0                                   | 0        | 0                     | 0         | 0         | 0        | 0   | 0        | 0                    | 0        | 0            | 3          | 0        | 0        |
| <b>DEPARTMENT TOTAL</b>         | <b>1,982</b> | <b>715</b> | <b>119</b>                   | <b>44</b>   | <b>25</b>                           | <b>2</b> | <b>47</b>             | <b>24</b> | <b>16</b> | <b>5</b> | <b>0</b>  | <b>0</b> | <b>13</b>            | <b>2</b> | <b>2,202</b> | <b>792</b> | <b>2</b> | <b>2</b> |
| MORE THAN 10 YEARS              | 876          | 286        | 46                           | 20          | 12                                  | 1        | 19                    | 8         | 7         | 1        | 0   | 0        | 0                    | 0        | 960          | 316        | 2        | 2        |
| AVERAGE YEARS                   | 12.6         | 10.9       | 12.2                         | 11.9        | 13.9                                | 10.0     | 11.6                  | 10.7      | 11.6      | 6.6      | 0.0   | 0.0      | 2.0                  | 1.5      | 12.5         | 10.9       | 32.0     | 26.0     |
| <b>DEPARTMENT AVERAGE YEARS</b> |              |            |                              | <b>12.1</b> |                                     |          |                       |           |           |          |   |          |                      |          |              |            |          |          |

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| DEPARTMENT                                 | WHITE        |            | BLACK or<br>AFRICAN AMERICAN |            | AMERICAN INDIAN<br>or ALASKA NATIVE |          | HISPANIC or<br>LATINO |           | ASIAN      |            | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL        |              | DISABLED |          |
|--|--------------|------------|------------------------------|------------|-------------------------------------|----------|-----------------------|-----------|------------|------------|---|----------|----------------------|----------|--------------|--------------|----------|----------|
|  | MALE         | FEMALE     | MALE                         | FEMALE     | MALE                                | FEMALE   | MALE                  | FEMALE    | MALE       | FEMALE     | MALE  | FEMALE   | MALE                 | FEMALE   | MALE         | FEMALE       | MALE     | FEMALE   |
| <b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b> |              |            |                              |            |                                     |          |                       |           |            |            |   |          |                      |          |              |              |          |          |
| 00 - 05 YEARS                              | 437          | 235        | 17                           | 28         | 1                                   | 0        | 10                    | 13        | 37         | 54         | 0   | 0        | 6                    | 7        | 508          | 337          | 1        | 0        |
| 06 -10 YEARS                               | 434          | 175        | 26                           | 25         | 3                                   | 1        | 13                    | 8         | 31         | 36         | 0   | 0        | 1                    | 0        | 508          | 245          | 0        | 0        |
| 11 -15 YEARS                               | 174          | 93         | 10                           | 8          | 0                                   | 0        | 2                     | 1         | 19         | 26         | 0   | 0        | 0                    | 0        | 205          | 128          | 0        | 0        |
| 16 - 20 YEARS                              | 137          | 69         | 4                            | 6          | 0                                   | 1        | 1                     | 1         | 23         | 10         | 0   | 0        | 0                    | 0        | 165          | 87           | 0        | 0        |
| 21 - 25 YEARS                              | 225          | 102        | 12                           | 9          | 1                                   | 0        | 5                     | 3         | 11         | 1          | 0   | 0        | 0                    | 0        | 254          | 115          | 1        | 0        |
| 26 - 30 YEARS                              | 56           | 35         | 3                            | 7          | 0                                   | 2        | 3                     | 1         | 5          | 3          | 0   | 0        | 0                    | 0        | 67           | 48           | 0        | 2        |
| 31 - 35 YEARS                              | 44           | 39         | 10                           | 11         | 1                                   | 0        | 2                     | 4         | 3          | 3          | 0   | 0        | 0                    | 0        | 60           | 57           | 2        | 2        |
| 36 - 40 YEARS                              | 6            | 14         | 3                            | 3          | 0                                   | 0        | 0                     | 0         | 2          | 1          | 0   | 0        | 0                    | 0        | 11           | 18           | 0        | 0        |
| MORE THAN 40 YEARS                         | 19           | 18         | 3                            | 3          | 0                                   | 0        | 1                     | 2         | 0          | 0          | 0   | 0        | 0                    | 0        | 23           | 23           | 1        | 0        |
| <b>DEPARTMENT TOTAL</b>                    | <b>1,532</b> | <b>780</b> | <b>88</b>                    | <b>100</b> | <b>6</b>                            | <b>4</b> | <b>37</b>             | <b>33</b> | <b>131</b> | <b>134</b> | <b>0</b>  | <b>0</b> | <b>7</b>             | <b>7</b> | <b>1,801</b> | <b>1,058</b> | <b>5</b> | <b>4</b> |
| MORE THAN 10 YEARS                         | 661          | 370        | 45                           | 47         | 2                                   | 3        | 14                    | 12        | 63         | 44         | 0   | 0        | 0                    | 0        | 785          | 476          | 4        | 4        |
| AVERAGE YEARS                              | 12.0         | 13.3       | 15.6                         | 15.0       | 12.7                                | 19.8     | 12.8                  | 14.0      | 11.7       | 9.1        | 0.0   | 0.0      | 3.4                  | 2.1      | 12.2         | 12.9         | 26.0     | 30.5     |
| <b>DEPARTMENT AVERAGE YEARS</b>            | <b>12.4</b>  |            |                              |            |                                     |          |                       |           |            |            |   |          |                      |          |              |              |          |          |

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**Pay End Date: March 20, 2021**

| DEPARTMENT                      | WHITE        |            | BLACK or<br>AFRICAN AMERICAN |             | AMERICAN INDIAN<br>or ALASKA NATIVE |           | HISPANIC or<br>LATINO |           | ASIAN     |           | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL        |            | DISABLED |           |
|---------------------------------|--------------|------------|------------------------------|-------------|-------------------------------------|-----------|-----------------------|-----------|-----------|-----------|---|----------|----------------------|----------|--------------|------------|----------|-----------|
|                                 | MALE         | FEMALE     | MALE                         | FEMALE      | MALE                                | FEMALE    | MALE                  | FEMALE    | MALE      | FEMALE    | MALE  | FEMALE   | MALE                 | FEMALE   | MALE         | FEMALE     | MALE     | FEMALE    |
| <b>TRANSPORTATION</b>           |              |            |                              |             |                                     |           |                       |           |           |           |   |          |                      |          |              |            |          |           |
| 00 - 05 YEARS                   | 566          | 224        | 18                           | 18          | 16                                  | 7         | 15                    | 8         | 14        | 15        | 0   | 0        | 7                    | 3        | 636          | 275        | 0        | 0         |
| 06 -10 YEARS                    | 229          | 98         | 10                           | 9           | 5                                   | 1         | 3                     | 5         | 1         | 2         | 0   | 0        | 0                    | 0        | 248          | 115        | 0        | 0         |
| 11 -15 YEARS                    | 183          | 69         | 5                            | 10          | 2                                   | 0         | 2                     | 0         | 3         | 0         | 0   | 0        | 0                    | 0        | 195          | 79         | 0        | 0         |
| 16 - 20 YEARS                   | 278          | 108        | 10                           | 5           | 4                                   | 1         | 4                     | 1         | 7         | 7         | 0   | 0        | 0                    | 0        | 303          | 122        | 1        | 1         |
| 21 - 25 YEARS                   | 215          | 78         | 12                           | 7           | 3                                   | 2         | 4                     | 1         | 4         | 7         | 0   | 0        | 0                    | 0        | 238          | 95         | 0        | 0         |
| 26 - 30 YEARS                   | 103          | 39         | 7                            | 6           | 2                                   | 1         | 4                     | 0         | 1         | 0         | 0   | 0        | 0                    | 0        | 117          | 46         | 3        | 2         |
| 31 - 35 YEARS                   | 113          | 41         | 9                            | 11          | 3                                   | 2         | 5                     | 2         | 4         | 2         | 0   | 0        | 0                    | 0        | 134          | 58         | 3        | 4         |
| 36 - 40 YEARS                   | 22           | 5          | 5                            | 3           | 0                                   | 0         | 1                     | 0         | 1         | 0         | 0   | 0        | 0                    | 0        | 29           | 8          | 1        | 1         |
| MORE THAN 40 YEARS              | 12           | 11         | 5                            | 3           | 0                                   | 0         | 2                     | 0         | 1         | 0         | 0   | 0        | 0                    | 0        | 20           | 14         | 0        | 2         |
| <b>DEPARTMENT TOTAL</b>         | <b>1,721</b> | <b>673</b> | <b>81</b>                    | <b>72</b>   | <b>35</b>                           | <b>14</b> | <b>40</b>             | <b>17</b> | <b>36</b> | <b>33</b> | <b>0</b>  | <b>0</b> | <b>7</b>             | <b>3</b> | <b>1,920</b> | <b>812</b> | <b>8</b> | <b>10</b> |
| MORE THAN 10 YEARS              | 926          | 351        | 53                           | 45          | 14                                  | 6         | 22                    | 4         | 21        | 16        | 0   | 0        | 0                    | 0        | 1,036        | 422        | 8        | 10        |
| AVERAGE YEARS                   | 13.4         | 13.3       | 18.6                         | 17.5        | 11.5                                | 13.2      | 15.5                  | 9.2       | 14.6      | 12.3      | 0.0   | 0.0      | 0.9                  | 1.0      | 13.6         | 13.5       | 30.3     | 33.2      |
| <b>DEPARTMENT AVERAGE YEARS</b> |              |            |                              | <b>13.6</b> |                                     |           |                       |           |           |           |   |          |                      |          |              |            |          |           |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

# STATE OF MICHIGAN

Table 3-1

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: March 20, 2021

| DEPARTMENT                      | WHITE      |            | BLACK or<br>AFRICAN AMERICAN |            | AMERICAN INDIAN<br>or ALASKA NATIVE |          | HISPANIC or<br>LATINO |           | ASIAN     |           | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |           | TOTAL      |              | DISABLED    |          |
|---------------------------------|------------|------------|------------------------------|------------|-------------------------------------|----------|-----------------------|-----------|-----------|-----------|---|----------|----------------------|-----------|------------|--------------|-------------|----------|
|                                 | MALE       | FEMALE     | MALE                         | FEMALE     | MALE                                | FEMALE   | MALE                  | FEMALE    | MALE      | FEMALE    | MALE  | FEMALE   | MALE                 | FEMALE    | MALE       | FEMALE       | MALE        | FEMALE   |
| <b>TREASURY</b>                 |            |            |                              |            |                                     |          |                       |           |           |           |   |          |                      |           |            |              |             |          |
| 00 - 05 YEARS                   | 146        | 220        | 18                           | 56         | 2                                   | 1        | 6                     | 15        | 5         | 7         | 0   | 0        | 6                    | 8         | 183        | 307          | 0           | 0        |
| 06 -10 YEARS                    | 118        | 154        | 14                           | 45         | 0                                   | 0        | 2                     | 5         | 3         | 5         | 0   | 0        | 1                    | 3         | 138        | 212          | 0           | 0        |
| 11 -15 YEARS                    | 61         | 118        | 13                           | 22         | 0                                   | 2        | 0                     | 6         | 1         | 4         | 0   | 0        | 0                    | 0         | 75         | 152          | 0           | 0        |
| 16 - 20 YEARS                   | 64         | 117        | 9                            | 28         | 1                                   | 1        | 1                     | 4         | 5         | 5         | 0   | 0        | 0                    | 0         | 80         | 155          | 1           | 0        |
| 21 - 25 YEARS                   | 43         | 66         | 5                            | 11         | 0                                   | 1        | 1                     | 3         | 1         | 1         | 0   | 0        | 0                    | 0         | 50         | 82           | 0           | 0        |
| 26 - 30 YEARS                   | 19         | 25         | 1                            | 10         | 0                                   | 2        | 0                     | 1         | 1         | 0         | 0   | 0        | 0                    | 0         | 21         | 38           | 1           | 2        |
| 31 - 35 YEARS                   | 20         | 28         | 9                            | 16         | 0                                   | 0        | 1                     | 6         | 1         | 0         | 0   | 0        | 0                    | 0         | 31         | 50           | 1           | 1        |
| 36 - 40 YEARS                   | 2          | 8          | 1                            | 1          | 0                                   | 0        | 0                     | 0         | 0         | 0         | 0   | 0        | 0                    | 0         | 3          | 9            | 0           | 0        |
| MORE THAN 40 YEARS              | 2          | 7          | 1                            | 5          | 0                                   | 0        | 2                     | 1         | 0         | 0         | 0   | 0        | 0                    | 0         | 5          | 13           | 1           | 0        |
| <b>DEPARTMENT TOTAL</b>         | <b>475</b> | <b>743</b> | <b>71</b>                    | <b>194</b> | <b>3</b>                            | <b>7</b> | <b>13</b>             | <b>41</b> | <b>17</b> | <b>22</b> | <b>0</b>  | <b>0</b> | <b>7</b>             | <b>11</b> | <b>586</b> | <b>1,018</b> | <b>4</b>    | <b>3</b> |
| MORE THAN 10 YEARS              | 211        | 369        | 39                           | 93         | 1                                   | 6        | 5                     | 21        | 9         | 10        | 0   | 0        | 0                    | 0         | 265        | 499          | 4           | 3        |
| AVERAGE YEARS                   | 11.8       | 12.3       | 14.4                         | 13.4       | 7.3                                 | 18.1     | 15.3                  | 13.8      | 13.0      | 10.4      | 0.0   | 0.0      | 3.3                  | 3.7       | 12.1       | 12.5         | 30.3        | 30.3     |
| <b>DEPARTMENT AVERAGE YEARS</b> |            |            |                              |            |                                     |          |                       |           |           |           |   |          |                      |           |            |              | <b>12.3</b> |          |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| DEPARTMENT                     | WHITE         |               | BLACK or<br>AFRICAN AMERICAN |              | AMERICAN INDIAN<br>or ALASKA NATIVE |            | HISPANIC or<br>LATINO |            | ASIAN      |            | NATIVE HAWAIIAN<br>or OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |            | TOTAL         |               | DISABLED  |            |
|--------------------------------|---------------|---------------|------------------------------|--------------|-------------------------------------|------------|-----------------------|------------|------------|------------|---|----------|----------------------|------------|---------------|---------------|-----------|------------|
|                                | MALE          | FEMALE        | MALE                         | FEMALE       | MALE                                | FEMALE     | MALE                  | FEMALE     | MALE       | FEMALE     | MALE  | FEMALE   | MALE                 | FEMALE     | MALE          | FEMALE        | MALE      | FEMALE     |
| <b>STATEWIDE TOTALS</b>        |               |               |                              |              |                                     |            |                       |            |            |            |   |          |                      |            |               |               |           |            |
| 00 - 05 YEARS                  | 5,597         | 6,270         | 832                          | 2,113        | 98                                  | 64         | 197                   | 292        | 124        | 160        | 4   | 5        | 111                  | 179        | 6,963         | 9,083         | 4         | 2          |
| 06 -10 YEARS                   | 3,727         | 3,738         | 501                          | 1,182        | 59                                  | 39         | 125                   | 149        | 63         | 100        | 0   | 0        | 5                    | 3          | 4,480         | 5,211         | 1         | 6          |
| 11 -15 YEARS                   | 1,855         | 2,545         | 295                          | 928          | 31                                  | 20         | 63                    | 104        | 45         | 62         | 0   | 0        | 0                    | 1          | 2,289         | 3,660         | 6         | 4          |
| 16 - 20 YEARS                  | 1,880         | 1,966         | 230                          | 687          | 26                                  | 17         | 53                    | 83         | 52         | 40         | 0   | 1        | 0                    | 1          | 2,241         | 2,795         | 5         | 8          |
| 21 - 25 YEARS                  | 2,884         | 1,728         | 261                          | 712          | 47                                  | 29         | 84                    | 86         | 32         | 42         | 0   | 0        | 1                    | 0          | 3,309         | 2,597         | 9         | 7          |
| 26 - 30 YEARS                  | 1,084         | 723           | 115                          | 240          | 17                                  | 13         | 29                    | 41         | 21         | 17         | 0   | 0        | 0                    | 0          | 1,266         | 1,034         | 15        | 27         |
| 31 - 35 YEARS                  | 572           | 503           | 101                          | 244          | 11                                  | 7          | 24                    | 53         | 15         | 13         | 0   | 0        | 1                    | 0          | 724           | 820           | 17        | 34         |
| 36 - 40 YEARS                  | 102           | 106           | 29                           | 65           | 2                                   | 1          | 5                     | 6          | 5          | 3          | 0   | 0        | 0                    | 0          | 143           | 181           | 10        | 4          |
| MORE THAN 40 YEARS             | 107           | 169           | 27                           | 84           | 1                                   | 3          | 8                     | 6          | 2          | 1          | 0   | 0        | 0                    | 0          | 145           | 263           | 10        | 12         |
| <b>STATEWIDE TOTAL</b>         | <b>17,808</b> | <b>17,748</b> | <b>2,391</b>                 | <b>6,255</b> | <b>292</b>                          | <b>193</b> | <b>588</b>            | <b>820</b> | <b>359</b> | <b>438</b> | <b>4</b>  | <b>6</b> | <b>118</b>           | <b>184</b> | <b>21,560</b> | <b>25,644</b> | <b>77</b> | <b>104</b> |
| MORE THAN 10 YEARS             | 8,484         | 7,740         | 1,058                        | 2,960        | 135                                 | 90         | 266                   | 379        | 172        | 178        | 0   | 1        | 2                    | 2          | 10,117        | 11,350        | 72        | 96         |
| AVERAGE YEARS                  | 12.5          | 11.3          | 11.9                         | 12.1         | 12.3                                | 12.8       | 12.3                  | 12.3       | 12.0       | 10.8       | 3.0   | 4.7      | 2.5                  | 1.9        | 12.4          | 11.5          | 28.5      | 28.3       |
| <b>STATEWIDE AVERAGE YEARS</b> | <b>11.9</b>   |               |                              |              |                                     |            |                       |            |            |            |   |          |                      |            |               |               |           |            |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN  
STATEWIDE SEPARATIONS BY REASON  
Second Quarter of FY 2021**

| <b>SEPARATION REASON</b>               | <b>TOTAL</b> | <b>PERCENT OF SEPARATIONS</b> |
|--|--------------|-------------------------------|
| <b><i>INVOLUNTARY SEPARATIONS</i></b>  |              |                               |
| Death                                  | 23           | 1.9%                          |
| Dismissal                              | 70           | 5.7%                          |
| Expired Appointment                    | 50           | 4.1%                          |
| <b>Total Involuntary Separations</b>   | <b>143</b>   | <b>11.7%</b>                  |
| <b><i>VOLUNTARY SEPARATIONS</i></b>    |              |                               |
| Resigned Classified Employment         | 519          | 42.3%                         |
| Layoff/Leave of Absence Rights Expired | 50           | 4.1%                          |
| Waived Rights Leave of Absence         | 58           | 4.7%                          |
| Settlement                             | 0            | 0.0%                          |
| <b>Total Voluntary Separations</b>     | <b>627</b>   | <b>51.1%</b>                  |
| <b><i>RETIREMENT</i></b>               |              |                               |
| Retirement                             | 439          | 35.7%                         |
| Disability Retirement                  | 9            | 0.7%                          |
| Deferred Retirement                    | 10           | 0.8%                          |
| <b>Total Retirements</b>               | <b>458</b>   | <b>37.2%</b>                  |
| <b><i>UNDEFINED SEPARATIONS</i></b>    |              |                               |
| <b>Undefined Separations</b>           | <b>0</b>     | <b>0.0%</b>                   |
| <b>TOTAL SEPARATIONS</b>               | <b>1,228</b> | <b>100.0%</b>                 |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, and noncareer in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent approximately 85.4 percent of all noncareer appointments at this time.



**STATE OF MICHIGAN**  
**NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT**  
**December 27, 2020 Through March 20, 2021**

| DEPARTMENT                        | NUMBER OF HIRES AND RETURNS |                  |            |                                   |                    | NUMBER OF SEPARATIONS AND LAYOFFS |                  |             |             |                   |                   |            |
|-----------------------------------|-----------------------------|------------------|------------|-----------------------------------|--------------------|-----------------------------------|------------------|-------------|-------------|-------------------|-------------------|------------|
|                                   | CAREER HIRES                | NON CAREER HIRES | RECALLS    | RETURNS FROM WAIVED RIGHTS LEAVES | TOTAL APPOINTMENTS | SEPARATIONS                       | SEASONAL LAYOFFS | RIF LAYOFFS | MED LAYOFFS | UNDEFINED LAYOFFS | TOTAL SEPARATIONS | NET TOTAL  |
| AGRICULTURE & RURAL DEVELOPMENT   | 4                           | 1                | 0          | 0                                 | 5                  | 4                                 | 0                | 0           | 0           | 0                 | 4                 | 1          |
| ATTORNEY GENERAL                  | 15                          | 0                | 0          | 0                                 | 15                 | 11                                | 0                | 0           | 0           | 0                 | 11                | 4          |
| AUDITOR GENERAL                   | 1                           | 1                | 0          | 0                                 | 2                  | 2                                 | 0                | 0           | 0           | 0                 | 2                 | 0          |
| CIVIL RIGHTS                      | 0                           | 0                | 0          | 0                                 | 0                  | 5                                 | 0                | 0           | 0           | 0                 | 5                 | -5         |
| CIVIL SERVICE COMMISSION          | 1                           | 0                | 0          | 0                                 | 1                  | 10                                | 0                | 0           | 0           | 0                 | 10                | -9         |
| CORRECTIONS                       | 269                         | 0                | 0          | 0                                 | 269                | 310                               | 0                | 9           | 0           | 0                 | 319               | -50        |
| EDUCATION                         | 10                          | 0                | 0          | 0                                 | 10                 | 4                                 | 0                | 0           | 0           | 0                 | 4                 | 6          |
| ENVIRONMENT, GREAT LAKES & ENERGY | 17                          | 4                | 0          | 0                                 | 21                 | 17                                | 0                | 0           | 0           | 0                 | 17                | 4          |
| EXECUTIVE OFFICE                  | 5                           | 0                | 0          | 0                                 | 5                  | 11                                | 0                | 0           | 0           | 0                 | 11                | -6         |
| INSURANCE AND FINANCIAL SERV      | 6                           | 0                | 0          | 1                                 | 7                  | 2                                 | 0                | 0           | 0           | 0                 | 2                 | 5          |
| LABOR & ECONOMIC OPPORTUNITY      | 119                         | 0                | 2          | 0                                 | 121                | 59                                | 0                | 0           | 0           | 0                 | 59                | 62         |
| LICENSING AND REGULATORY AFF      | 10                          | 0                | 0          | 0                                 | 10                 | 27                                | 0                | 0           | 0           | 0                 | 27                | -17        |
| MDHHS - COMMUNITY HEALTH          | 70                          | 0                | 0          | 1                                 | 71                 | 81                                | 0                | 1           | 0           | 0                 | 82                | -11        |
| MDHHS - HUMAN SERVICES            | 131                         | 0                | 14         | 0                                 | 145                | 169                               | 0                | 0           | 0           | 0                 | 169               | -24        |
| MILITARY & VETERAN AFFAIRS        | 16                          | 0                | 0          | 0                                 | 16                 | 27                                | 1                | 0           | 0           | 0                 | 28                | -12        |
| NATURAL RESOURCES                 | 5                           | 7                | 111        | 0                                 | 123                | 38                                | 12               | 0           | 0           | 0                 | 50                | 73         |
| STATE                             | 14                          | 0                | 0          | 0                                 | 14                 | 34                                | 0                | 0           | 0           | 0                 | 34                | -20        |
| STATE POLICE                      | 80                          | 0                | 0          | 0                                 | 80                 | 67                                | 0                | 0           | 0           | 0                 | 67                | 13         |
| TECHNOLOGY, MANAGEMENT & BUDGET   | 17                          | 0                | 0          | 0                                 | 17                 | 56                                | 0                | 0           | 0           | 0                 | 56                | -39        |
| TRANSPORTATION                    | 46                          | 8                | 7          | 2                                 | 63                 | 80                                | 5                | 0           | 0           | 0                 | 85                | -22        |
| TREASURY                          | 23                          | 1                | 0          | 0                                 | 24                 | 20                                | 0                | 0           | 0           | 0                 | 20                | 4          |
| <b>STATEWIDE TOTALS:</b>          | <b>859</b>                  | <b>22</b>        | <b>134</b> | <b>4</b>                          | <b>1,019</b>       | <b>1,034</b>                      | <b>18</b>        | <b>10</b>   | <b>0</b>    | <b>0</b>          | <b>1,062</b>      | <b>-43</b> |

Comments: This report reflects active classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation for hires, rehires and returns. This report reflects waived rights, departure, and retirement for separations.

Source: Michigan Civil Service Commission HWF35

## SECTION FOUR

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# EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section Four provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

### BREAKDOWNS

**Race/Ethnic Group.** State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black or African American
3. American Indian or Alaska Native
4. Hispanic or Latino
5. Asian
6. Native Hawaiian or Other Pacific Islander
7. Two or More Races

**Disabled.** Employees have been permitted to identify themselves as "disabled." There is no uniform or objective definition of "disabled." Identification as "disabled" does not imply that the employee meets the definition of "disabled" in Civil Service Rule 1-9 or state and federal discrimination statutes.

**Gender.** Each race/ethnic group is further broken down by gender of male or female.

**Job Categories.** The workforce data is broken down into eight broad job categories reported in the state's workforce analysis (EEO-4 Report). The job categories are the following:

1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

## SECTION FIVE

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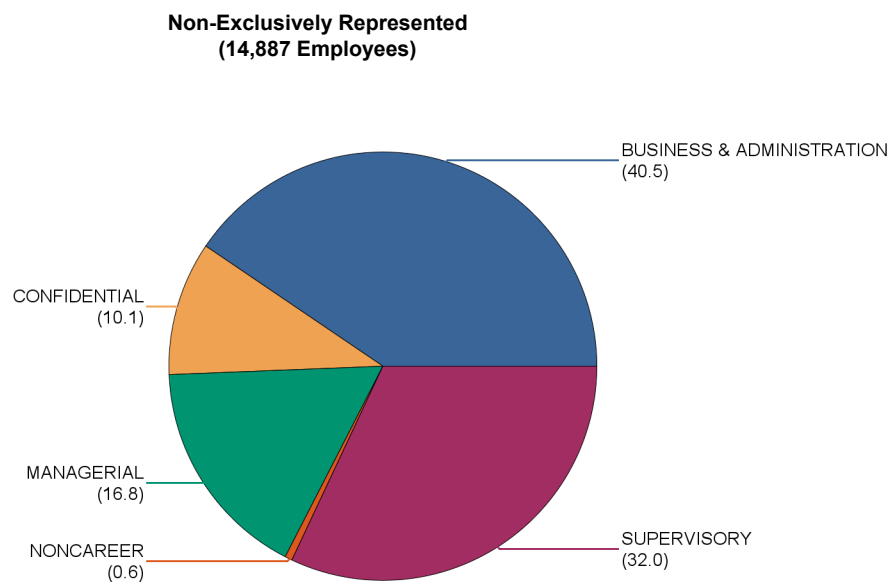
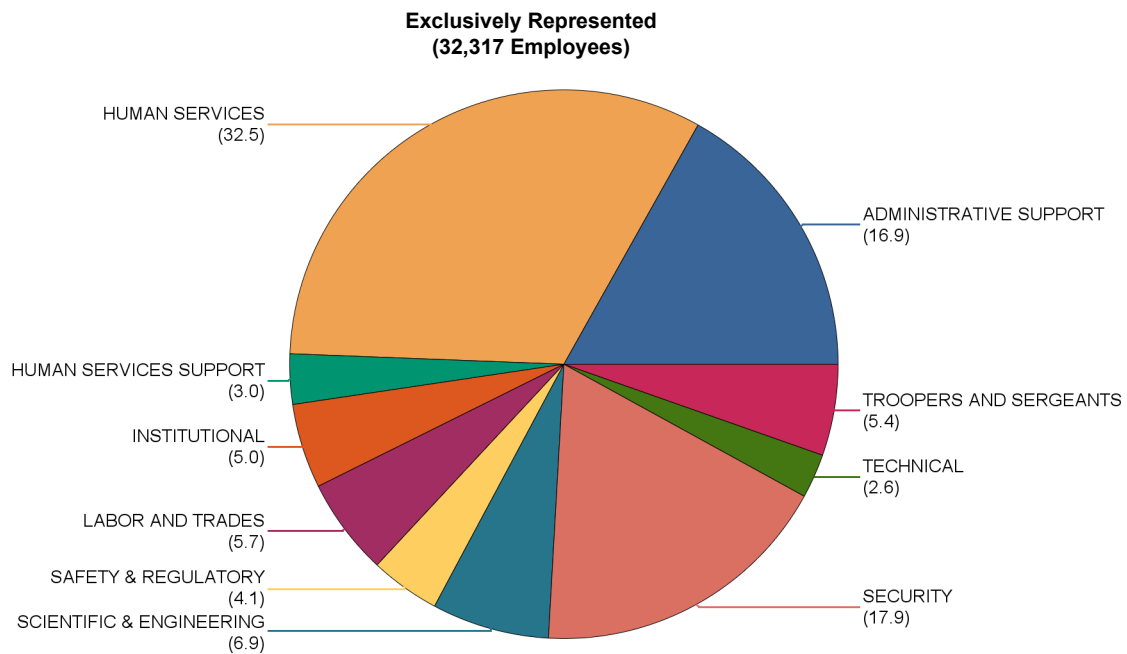
### **BARGAINING UNIT CHARACTERISTICS**

# STATE OF MICHIGAN

Graph 5-1

## BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT

Fiscal Year 2020-21



**Comments:** This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation, in primary positions only.

Of 47,204 classified employees, 68.5 percent were exclusively represented by one of six employee organizations.

**Source:** Michigan Civil Service Commission HWF44

**STATE OF MICHIGAN**  
**ACTIVE EMPLOYEES PAYING UNION DUES BY BARGAINING UNIT**  
**Pay End Date: March 20, 2021**

| BARGAINING UNIT CODE/NAME         |                           | TOTAL         |              |            | MSEA          |             | UAW LOCAL 6000 |             | MCO, SEIU LOCAL 526M |            | HSS, SEIU LOCAL 517M |            | S & E, SEIU LOCAL 517M |            | TECH, SEIU LOCAL 517M |            | MSPTA        |            | AFSCME COUNCIL 25 |     |
|-----------------------------------|---------------------------|---------------|--------------|------------|---------------|-------------|----------------|-------------|----------------------|------------|----------------------|------------|------------------------|------------|-----------------------|------------|--------------|------------|-------------------|-----|
|                                   |                           | EMPLOYEES     | EMPLS        | PCT        | EMPLS         | PCT         | EMPLS          | PCT         | EMPLS                | PCT        | EMPLS                | PCT        | EMPLS                  | PCT        | EMPLS                 | PCT        | EMPLS        | PCT        | EMPLS             | PCT |
| A02                               | SAFETY & REGULATORY       | 1,329         | 735          | 55.3       | 0             | 0.0         | 0              | 0.0         | 0                    | 0.0        | 0                    | 0.0        | 0                      | 0.0        | 0                     | 0.0        | 0            | 0.0        | 0                 | 0.0 |
| A31                               | LABOR AND TRADES          | 1,853         | 1,059        | 57.2       | 0             | 0.0         | 0              | 0.0         | 0                    | 0.0        | 0                    | 0.0        | 0                      | 0.0        | 0                     | 0.0        | 0            | 0.0        | 0                 | 0.0 |
| C12                               | SECURITY                  | 5,787         | 0            | 0.0        | 0             | 0.0         | 4,976          | 86.0        | 0                    | 0.0        | 0                    | 0.0        | 0                      | 0.0        | 0                     | 0.0        | 0            | 0.0        | 0                 | 0.0 |
| E42                               | HUMAN SERVICES SUPPORT    | 956           | 0            | 0.0        | 0             | 0.0         | 0              | 0.0         | 604                  | 63.2       | 0                    | 0.0        | 0                      | 0.0        | 0                     | 0.0        | 0            | 0.0        | 0                 | 0.0 |
| H21                               | SCIENTIFIC & ENGINEERING  | 2,236         | 0            | 0.0        | 0             | 0.0         | 0              | 0.0         | 0                    | 0.0        | 1,470                | 65.7       | 0                      | 0.0        | 0                     | 0.0        | 0            | 0.0        | 0                 | 0.0 |
| L32                               | TECHNICAL                 | 843           | 0            | 0.0        | 0             | 0.0         | 0              | 0.0         | 0                    | 0.0        | 0                    | 0.0        | 504                    | 59.8       | 0                     | 0.0        | 0            | 0.0        | 0                 | 0.0 |
| T01                               | TROOPERS AND SERGEANTS    | 1,740         | 0            | 0.0        | 0             | 0.0         | 0              | 0.0         | 0                    | 0.0        | 0                    | 0.0        | 0                      | 0.0        | 1,625                 | 93.4       | 0            | 0.0        | 0                 | 0.0 |
| U11                               | INSTITUTIONAL             | 1,611         | 0            | 0.0        | 0             | 0.0         | 0              | 0.0         | 0                    | 0.0        | 0                    | 0.0        | 0                      | 0.0        | 0                     | 0.0        | 1,103        | 68.5       | 0                 | 0.0 |
| W22                               | HUMAN SERVICES            | 10,513        | 0            | 0.0        | 7,946         | 75.6        | 0              | 0.0         | 0                    | 0.0        | 0                    | 0.0        | 0                      | 0.0        | 0                     | 0.0        | 0            | 0.0        | 0                 | 0.0 |
| W41                               | ADMINISTRATIVE SUPPORT    | 5,449         | 0            | 0.0        | 3,344         | 61.4        | 0              | 0.0         | 0                    | 0.0        | 0                    | 0.0        | 0                      | 0.0        | 0                     | 0.0        | 0            | 0.0        | 0                 | 0.0 |
| Y23                               | BUSINESS & ADMINISTRATION | 6,033         | 0            | 0.0        | 0             | 0.0         | 0              | 0.0         | 0                    | 0.0        | 0                    | 0.0        | 0                      | 0.0        | 0                     | 0.0        | 0            | 0.0        | 0                 | 0.0 |
| Y51                               | SUPERVISORY               | 4,764         | 0            | 0.0        | 0             | 0.0         | 0              | 0.0         | 0                    | 0.0        | 0                    | 0.0        | 0                      | 0.0        | 0                     | 0.0        | 0            | 0.0        | 0                 | 0.0 |
| Y52                               | NONCAREER                 | 81            | 0            | 0.0        | 0             | 0.0         | 0              | 0.0         | 0                    | 0.0        | 0                    | 0.0        | 0                      | 0.0        | 0                     | 0.0        | 0            | 0.0        | 0                 | 0.0 |
| Y98                               | MANAGERIAL                | 2,505         | 0            | 0.0        | 0             | 0.0         | 0              | 0.0         | 0                    | 0.0        | 0                    | 0.0        | 0                      | 0.0        | 0                     | 0.0        | 0            | 0.0        | 0                 | 0.0 |
| Y99                               | CONFIDENTIAL              | 1,504         | 0            | 0.0        | 0             | 0.0         | 0              | 0.0         | 0                    | 0.0        | 0                    | 0.0        | 0                      | 0.0        | 0                     | 0.0        | 0            | 0.0        | 0                 | 0.0 |
| EXCLUSIVELY REPRESENTED TOTAL     |                           | 32,317        | 1,794        | 5.6        | 11,290        | 34.9        | 4,976          | 15.4        | 604                  | 1.9        | 1,470                | 4.5        | 504                    | 1.6        | 1,625                 | 5.0        | 1,103        | 3.4        |                   |     |
| NON-EXCLUSIVELY REPRESENTED TOTAL |                           | 14,887        | 0            | 0.0        | 0             | 0.0         | 0              | 0.0         | 0                    | 0.0        | 0                    | 0.0        | 0                      | 0.0        | 0                     | 0.0        | 0            | 0.0        | 0                 | 0.0 |
| <b>STATEWIDE TOTAL</b>            |                           | <b>47,204</b> | <b>1,794</b> | <b>3.8</b> | <b>11,290</b> | <b>23.9</b> | <b>4,976</b>   | <b>10.5</b> | <b>604</b>           | <b>1.3</b> | <b>1,470</b>         | <b>3.1</b> | <b>504</b>             | <b>1.1</b> | <b>1,625</b>          | <b>3.4</b> | <b>1,103</b> | <b>2.3</b> |                   |     |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. The number and percentage under each union represents those paying member dues.

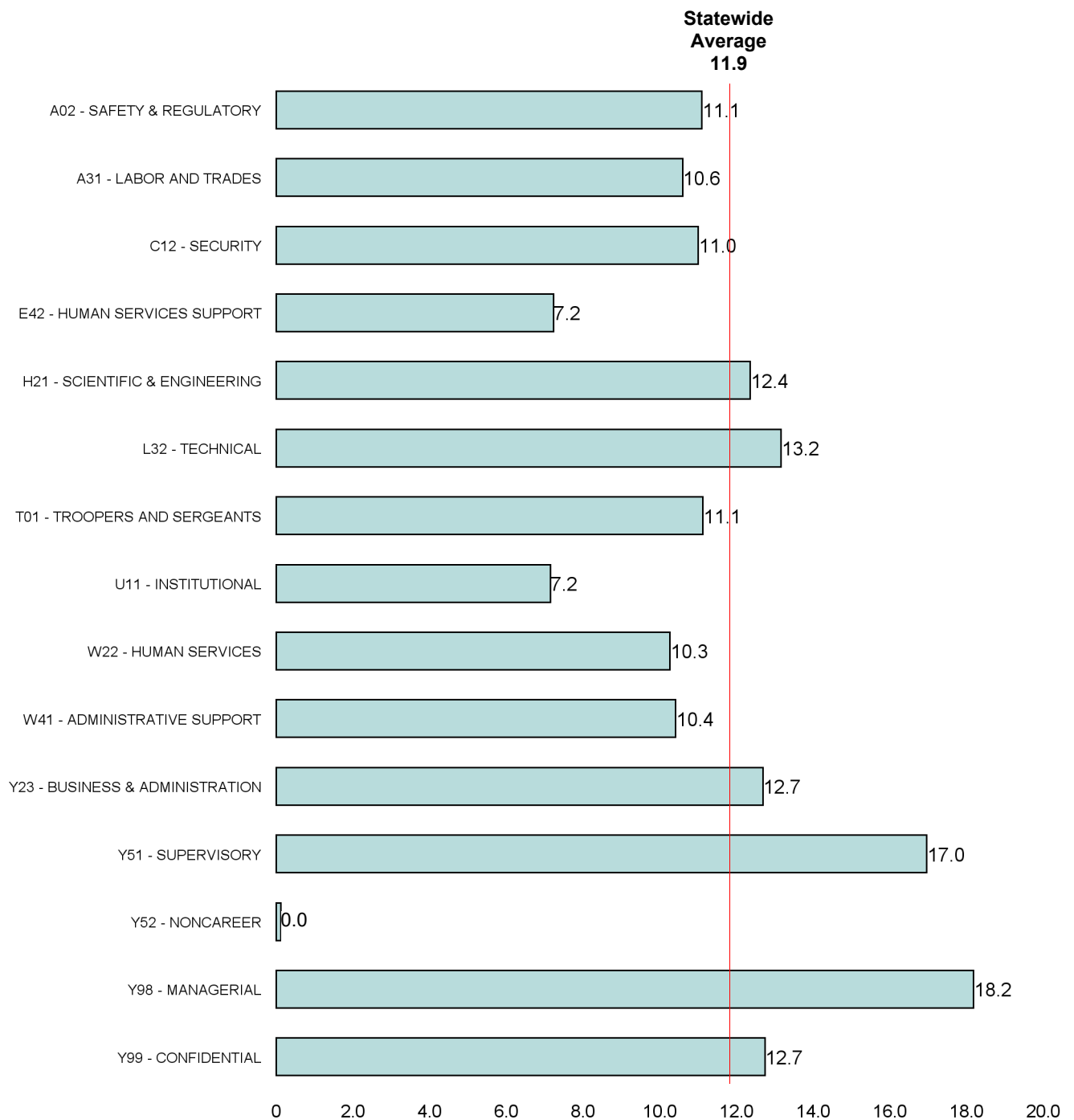
Source: Michigan Civil Service Commission HWF44

# STATE OF MICHIGAN

Graph 5-2

## AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay End Date: March 20, 2021



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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| BARGAINING UNIT                      | WHITE       |            | BLACK or<br>AFRICAN<br>AMERICAN |           | AMERICAN<br>INDIAN or<br>ALASKA<br>NATIVE |           | HISPANIC or<br>LATINO |          | ASIAN    |          | NATIVE<br>HAWAIIAN or<br>OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL      |            | DISABLED |          |
|--------------------------------------|-------------|------------|---------------------------------|-----------|---|-----------|-----------------------|----------|----------|----------|--|----------|----------------------|----------|------------|------------|----------|----------|
|                                      | MALE        | FEMALE     | MALE                            | FEMALE    | MALE                                      | FEMALE    | MALE                  | FEMALE   | MALE     | FEMALE   | MALE   | FEMALE   | MALE                 | FEMALE   | MALE       | FEMALE     | MALE     | FEMALE   |
| <b>A02 - SAFETY &amp; REGULATORY</b> |             |            |                                 |           |   |           |                       |          |          |          |  |          |                      |          |            |            |          |          |
| 00 - 05 YEARS                        | 319         | 93         | 27                              | 8         | 2   | 7         | 5                     | 1        | 0        | 2        | 0  | 0        | 3                    | 0        | 356        | 111        | 0        | 0        |
| 06 - 10 YEARS                        | 223         | 42         | 15                              | 17        | 2   | 0         | 4                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 244        | 59         | 0        | 0        |
| 11 - 15 YEARS                        | 93          | 32         | 6                               | 20        | 0   | 0         | 2                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 101        | 52         | 0        | 0        |
| 16 - 20 YEARS                        | 108         | 34         | 5                               | 23        | 3   | 0         | 7                     | 1        | 0        | 0        | 0  | 0        | 0                    | 0        | 123        | 58         | 0        | 0        |
| 21 - 25 YEARS                        | 84          | 28         | 5                               | 10        | 2   | 2         | 4                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 95         | 40         | 1        | 0        |
| 26 - 30 YEARS                        | 20          | 12         | 1                               | 4         | 0   | 0         | 1                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 22         | 16         | 0        | 0        |
| 31 - 35 YEARS                        | 26          | 7          | 5                               | 3         | 0   | 1         | 0                     | 1        | 1        | 0        | 0  | 0        | 0                    | 0        | 32         | 12         | 0        | 1        |
| 36 - 40 YEARS                        | 3           | 0          | 0                               | 2         | 0   | 0         | 0                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 3          | 2          | 0        | 0        |
| MORE THAN 40 YEARS                   | 2           | 0          | 0                               | 1         | 0   | 0         | 0                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 2          | 1          | 0        | 0        |
| <b>BARGAINING UNIT TOTAL</b>         | <b>878</b>  | <b>248</b> | <b>64</b>                       | <b>88</b> | <b>9</b>                                  | <b>10</b> | <b>23</b>             | <b>3</b> | <b>1</b> | <b>2</b> | <b>0</b>   | <b>0</b> | <b>3</b>             | <b>0</b> | <b>978</b> | <b>351</b> | <b>1</b> | <b>1</b> |
| MORE THAN 10 YEARS                   | 336         | 113        | 22                              | 63        | 5   | 3         | 14                    | 2        | 1        | 0        | 0  | 0        | 0                    | 0        | 378        | 181        | 1        | 1        |
| AVERAGE YEARS                        | 10.6        | 11.2       | 10.2                            | 15.8      | 13.8                                      | 10.2      | 14.0                  | 17.3     | 34.0     | 3.5      | 0  | 0        | 1.7                  | 0        | 10.7       | 12.3       | 23.0     | 31.0     |
| <b>BARGAINING UNIT AVERAGE YEARS</b> | <b>11.1</b> |            |                                 |           |   |           |                       |          |          |          |  |          |                      |          |            |            |          |          |

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Source: Michigan Civil Service Commission HWF20

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| BARGAINING UNIT                      | WHITE        |            | BLACK or<br>AFRICAN<br>AMERICAN |           | AMERICAN<br>INDIAN or<br>ALASKA<br>NATIVE |          | HISPANIC or<br>LATINO |          | ASIAN    |          | NATIVE<br>HAWAIIAN or<br>OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL        |            | DISABLED |          |
|--------------------------------------|--------------|------------|---------------------------------|-----------|---|----------|-----------------------|----------|----------|----------|--|----------|----------------------|----------|--------------|------------|----------|----------|
|                                      | MALE         | FEMALE     | MALE                            | FEMALE    | MALE                                      | FEMALE   | MALE                  | FEMALE   | MALE     | FEMALE   | MALE   | FEMALE   | MALE                 | FEMALE   | MALE         | FEMALE     | MALE     | FEMALE   |
| <b>A31 - LABOR AND TRADES</b>        |              |            |                                 |           |   |          |                       |          |          |          |  |          |                      |          |              |            |          |          |
| 00 - 05 YEARS                        | 641          | 55         | 18                              | 13        | 18  | 1        | 13                    | 1        | 2        | 0        | 0  | 0        | 5                    | 2        | 697          | 72         | 0        | 0        |
| 06 - 10 YEARS                        | 317          | 15         | 9                               | 0         | 3   | 0        | 2                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 331          | 15         | 0        | 0        |
| 11 - 15 YEARS                        | 141          | 5          | 7                               | 1         | 3   | 0        | 4                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 155          | 6          | 0        | 0        |
| 16 - 20 YEARS                        | 179          | 8          | 10                              | 1         | 4   | 1        | 4                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 197          | 10         | 0        | 0        |
| 21 - 25 YEARS                        | 199          | 12         | 13                              | 1         | 3   | 0        | 4                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 219          | 13         | 0        | 0        |
| 26 - 30 YEARS                        | 51           | 5          | 1                               | 1         | 2   | 0        | 3                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 57           | 6          | 2        | 0        |
| 31 - 35 YEARS                        | 29           | 2          | 7                               | 1         | 2   | 0        | 0                     | 1        | 0        | 0        | 0  | 0        | 0                    | 0        | 38           | 4          | 1        | 1        |
| 36 - 40 YEARS                        | 11           | 0          | 3                               | 0         | 0   | 0        | 1                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 15           | 0          | 1        | 0        |
| MORE THAN 40 YEARS                   | 15           | 0          | 1                               | 1         | 0   | 0        | 1                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 17           | 1          | 0        | 0        |
| <b>BARGAINING UNIT TOTAL</b>         | <b>1,583</b> | <b>102</b> | <b>69</b>                       | <b>19</b> | <b>35</b>                                 | <b>2</b> | <b>32</b>             | <b>2</b> | <b>2</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>5</b>             | <b>2</b> | <b>1,726</b> | <b>127</b> | <b>4</b> | <b>1</b> |
| MORE THAN 10 YEARS                   | 625          | 32         | 42                              | 6         | 14  | 1        | 17                    | 1        | 0        | 0        | 0  | 0        | 0                    | 0        | 698          | 40         | 4        | 1        |
| AVERAGE YEARS                        | 10.5         | 8.6        | 15.3                            | 8.9       | 10.3                                      | 12.0     | 13.1                  | 16.5     | 2.0      | 0        | 0  | 0        | 1.6                  | 2.0      | 10.7         | 8.7        | 31.8     | 33.0     |
| <b>BARGAINING UNIT AVERAGE YEARS</b> | <b>10.6</b>  |            |                                 |           |   |          |                       |          |          |          |  |          |                      |          |              |            |          |          |

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| BARGAINING UNIT                      | WHITE        |            | BLACK or<br>AFRICAN<br>AMERICAN |            | AMERICAN<br>INDIAN or<br>ALASKA<br>NATIVE |           | HISPANIC or<br>LATINO |           | ASIAN     |          | NATIVE<br>HAWAIIAN or<br>OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL        |              | DISABLED |          |
|--------------------------------------|--------------|------------|---------------------------------|------------|---|-----------|-----------------------|-----------|-----------|----------|--|----------|----------------------|----------|--------------|--------------|----------|----------|
|                                      | MALE         | FEMALE     | MALE                            | FEMALE     | MALE                                      | FEMALE    | MALE                  | FEMALE    | MALE      | FEMALE   | MALE   | FEMALE   | MALE                 | FEMALE   | MALE         | FEMALE       | MALE     | FEMALE   |
| <b>C12 - SECURITY</b>                |              |            |                                 |            |   |           |                       |           |           |          |  |          |                      |          |              |              |          |          |
| 00 - 05 YEARS                        | 1,308        | 277        | 271                             | 198        | 45  | 10        | 57                    | 24        | 7         | 1        | 1  | 0        | 25                   | 9        | 1,714        | 519          | 0        | 0        |
| 06 - 10 YEARS                        | 736          | 96         | 133                             | 52         | 20  | 3         | 34                    | 4         | 4         | 1        | 0  | 0        | 0                    | 0        | 927          | 156          | 0        | 0        |
| 11 - 15 YEARS                        | 306          | 56         | 66                              | 40         | 17  | 4         | 21                    | 2         | 4         | 2        | 0  | 0        | 0                    | 0        | 414          | 104          | 1        | 0        |
| 16 - 20 YEARS                        | 347          | 63         | 53                              | 41         | 7   | 2         | 6                     | 6         | 2         | 0        | 0  | 0        | 0                    | 0        | 415          | 112          | 1        | 1        |
| 21 - 25 YEARS                        | 811          | 112        | 94                              | 49         | 18  | 5         | 29                    | 6         | 2         | 0        | 0  | 0        | 0                    | 0        | 954          | 172          | 1        | 0        |
| 26 - 30 YEARS                        | 183          | 18         | 12                              | 4          | 3   | 0         | 3                     | 2         | 1         | 0        | 0  | 0        | 0                    | 0        | 202          | 24           | 0        | 0        |
| 31 - 35 YEARS                        | 47           | 3          | 12                              | 3          | 1   | 1         | 0                     | 0         | 0         | 0        | 0  | 0        | 0                    | 0        | 60           | 7            | 1        | 0        |
| 36 - 40 YEARS                        | 3            | 0          | 1                               | 0          | 0   | 0         | 0                     | 0         | 0         | 0        | 0  | 0        | 0                    | 0        | 4            | 0            | 0        | 0        |
| MORE THAN 40 YEARS                   | 1            | 0          | 2                               | 0          | 0   | 0         | 0                     | 0         | 0         | 0        | 0  | 0        | 0                    | 0        | 3            | 0            | 0        | 0        |
| <b>BARGAINING UNIT TOTAL</b>         | <b>3,742</b> | <b>625</b> | <b>644</b>                      | <b>387</b> | <b>111</b>                                | <b>25</b> | <b>150</b>            | <b>44</b> | <b>20</b> | <b>4</b> | <b>1</b>   | <b>0</b> | <b>25</b>            | <b>9</b> | <b>4,693</b> | <b>1,094</b> | <b>4</b> | <b>1</b> |
| MORE THAN 10 YEARS                   | 1,698        | 252        | 240                             | 137        | 46  | 12        | 59                    | 16        | 9         | 2        | 0  | 0        | 0                    | 0        | 2,052        | 419          | 4        | 1        |
| AVERAGE YEARS                        | 11.7         | 10.2       | 9.9                             | 8.9        | 10.3                                      | 11.4      | 10.0                  | 9.1       | 10.0      | 9.5      | 1.0  | 0        | 1.2                  | 1.6      | 11.3         | 9.6          | 21.8     | 18.0     |
| <b>BARGAINING UNIT AVERAGE YEARS</b> | <b>11.0</b>  |            |                                 |            |   |           |                       |           |           |          |  |          |                      |          |              |              |          |          |

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| BARGAINING UNIT                      | WHITE      |            | BLACK or<br>AFRICAN<br>AMERICAN |            | AMERICAN<br>INDIAN or<br>ALASKA<br>NATIVE |          | HISPANIC or<br>LATINO |           | ASIAN    |          | NATIVE<br>HAWAIIAN or<br>OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |           | TOTAL      |            | DISABLED |          |
|--------------------------------------|------------|------------|---------------------------------|------------|---|----------|-----------------------|-----------|----------|----------|--|----------|----------------------|-----------|------------|------------|----------|----------|
|                                      | MALE       | FEMALE     | MALE                            | FEMALE     | MALE                                      | FEMALE   | MALE                  | FEMALE    | MALE     | FEMALE   | MALE   | FEMALE   | MALE                 | FEMALE    | MALE       | FEMALE     | MALE     | FEMALE   |
| <b>E42 - HUMAN SERVICES SUPPORT</b>  |            |            |                                 |            |   |          |                       |           |          |          |  |          |                      |           |            |            |          |          |
| 00 - 05 YEARS                        | 58         | 201        | 25                              | 221        | 0   | 1        | 4                     | 23        | 1        | 7        | 0  | 2        | 4                    | 16        | 92         | 471        | 0        | 1        |
| 06 - 10 YEARS                        | 11         | 9          | 2                               | 21         | 4   | 1        | 1                     | 2         | 0        | 0        | 0  | 0        | 0                    | 0         | 18         | 33         | 0        | 0        |
| 11 - 15 YEARS                        | 21         | 47         | 9                               | 42         | 1   | 0        | 3                     | 4         | 0        | 1        | 0  | 0        | 0                    | 0         | 34         | 94         | 1        | 0        |
| 16 - 20 YEARS                        | 15         | 47         | 17                              | 83         | 0   | 1        | 2                     | 5         | 2        | 1        | 0  | 0        | 0                    | 0         | 36         | 137        | 0        | 1        |
| 21 - 25 YEARS                        | 3          | 5          | 2                               | 5          | 0   | 0        | 0                     | 1         | 0        | 0        | 0  | 0        | 0                    | 0         | 5          | 11         | 0        | 0        |
| 26 - 30 YEARS                        | 0          | 5          | 0                               | 6          | 0   | 0        | 0                     | 2         | 0        | 0        | 0  | 0        | 0                    | 0         | 0          | 13         | 0        | 0        |
| 31 - 35 YEARS                        | 0          | 1          | 0                               | 4          | 0   | 0        | 0                     | 0         | 0        | 0        | 0  | 0        | 0                    | 0         | 0          | 5          | 0        | 0        |
| 36 - 40 YEARS                        | 0          | 0          | 0                               | 0          | 0   | 0        | 0                     | 0         | 0        | 0        | 0  | 0        | 0                    | 0         | 0          | 0          | 0        | 0        |
| MORE THAN 40 YEARS                   | 0          | 3          | 0                               | 4          | 0   | 0        | 0                     | 0         | 0        | 0        | 0  | 0        | 0                    | 0         | 0          | 7          | 0        | 1        |
| <b>BARGAINING UNIT TOTAL</b>         | <b>108</b> | <b>318</b> | <b>55</b>                       | <b>386</b> | <b>5</b>                                  | <b>3</b> | <b>10</b>             | <b>37</b> | <b>3</b> | <b>9</b> | <b>0</b>   | <b>2</b> | <b>4</b>             | <b>16</b> | <b>185</b> | <b>771</b> | <b>1</b> | <b>3</b> |
| MORE THAN 10 YEARS                   | 39         | 108        | 28                              | 144        | 1   | 1        | 5                     | 12        | 2        | 2        | 0  | 0        | 0                    | 0         | 75         | 267        | 1        | 2        |
| AVERAGE YEARS                        | 7.0        | 6.7        | 9.4                             | 7.7        | 8.8                                       | 10.0     | 8.8                   | 7.3       | 13.0     | 4.4      | 0  | 0.5      | 1.0                  | 0.8       | 7.8        | 7.1        | 13.0     | 22.0     |
| <b>BARGAINING UNIT AVERAGE YEARS</b> |            |            |                                 |            |   |          |                       |           |          |          |  |          |                      |           |            |            |          |          |
| <b>7.2</b>                           |            |            |                                 |            |   |          |                       |           |          |          |  |          |                      |           |            |            |          |          |

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| BARGAINING UNIT                           | WHITE        |            | BLACK or<br>AFRICAN<br>AMERICAN |           | AMERICAN<br>INDIAN or<br>ALASKA<br>NATIVE |          | HISPANIC or<br>LATINO |           | ASIAN     |           | NATIVE<br>HAWAIIAN or<br>OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL        |            | DISABLED |          |
|---|--------------|------------|---------------------------------|-----------|---|----------|-----------------------|-----------|-----------|-----------|--|----------|----------------------|----------|--------------|------------|----------|----------|
|   | MALE         | FEMALE     | MALE                            | FEMALE    | MALE                                      | FEMALE   | MALE                  | FEMALE    | MALE      | FEMALE    | MALE   | FEMALE   | MALE                 | FEMALE   | MALE         | FEMALE     | MALE     | FEMALE   |
| <b>H21 - SCIENTIFIC &amp; ENGINEERING</b> |              |            |                                 |           |   |          |                       |           |           |           |  |          |                      |          |              |            |          |          |
| 00 - 05 YEARS                             | 409          | 317        | 6                               | 10        | 0   | 3        | 10                    | 5         | 18        | 20        | 0  | 0        | 5                    | 3        | 448          | 358        | 0        | 0        |
| 06 - 10 YEARS                             | 212          | 142        | 4                               | 4         | 2   | 0        | 1                     | 5         | 1         | 8         | 0  | 0        | 0                    | 0        | 220          | 159        | 0        | 0        |
| 11 - 15 YEARS                             | 115          | 97         | 2                               | 1         | 0   | 0        | 1                     | 0         | 2         | 3         | 0  | 0        | 0                    | 0        | 120          | 101        | 0        | 0        |
| 16 - 20 YEARS                             | 200          | 102        | 5                               | 5         | 0   | 1        | 2                     | 1         | 7         | 2         | 0  | 0        | 0                    | 0        | 214          | 111        | 0        | 1        |
| 21 - 25 YEARS                             | 140          | 60         | 2                               | 0         | 1   | 0        | 3                     | 0         | 4         | 9         | 0  | 0        | 1                    | 0        | 151          | 69         | 1        | 1        |
| 26 - 30 YEARS                             | 85           | 41         | 4                               | 2         | 0   | 0        | 4                     | 0         | 7         | 2         | 0  | 0        | 0                    | 0        | 100          | 45         | 0        | 0        |
| 31 - 35 YEARS                             | 64           | 32         | 4                               | 3         | 1   | 0        | 1                     | 0         | 2         | 1         | 0  | 0        | 0                    | 0        | 72           | 36         | 0        | 0        |
| 36 - 40 YEARS                             | 11           | 3          | 1                               | 0         | 0   | 0        | 0                     | 0         | 1         | 0         | 0  | 0        | 0                    | 0        | 13           | 3          | 0        | 0        |
| MORE THAN 40 YEARS                        | 10           | 1          | 2                               | 0         | 1   | 0        | 0                     | 0         | 2         | 0         | 0  | 0        | 0                    | 0        | 15           | 1          | 0        | 0        |
| <b>BARGAINING UNIT TOTAL</b>              | <b>1,246</b> | <b>795</b> | <b>30</b>                       | <b>25</b> | <b>5</b>                                  | <b>4</b> | <b>22</b>             | <b>11</b> | <b>44</b> | <b>45</b> | <b>0</b>   | <b>0</b> | <b>6</b>             | <b>3</b> | <b>1,353</b> | <b>883</b> | <b>1</b> | <b>2</b> |
| MORE THAN 10 YEARS                        | 625          | 336        | 20                              | 11        | 3   | 1        | 11                    | 1         | 25        | 17        | 0  | 0        | 1                    | 0        | 685          | 366        | 1        | 2        |
| AVERAGE YEARS                             | 13.1         | 11.0       | 19.3                            | 12.1      | 22.6                                      | 5.8      | 13.6                  | 6.2       | 15.4      | 10.4      | 0  | 0        | 5.3                  | 2.3      | 13.4         | 10.9       | 25.0     | 21.0     |
| <b>BARGAINING UNIT AVERAGE YEARS</b>      |              |            |                                 |           |   |          |                       |           |           |           |  |          |                      |          |              |            |          |          |
| <b>12.4</b>                               |              |            |                                 |           |   |          |                       |           |           |           |  |          |                      |          |              |            |          |          |

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Source: Michigan Civil Service Commission HWF20

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| BARGAINING UNIT                      | WHITE       |            | BLACK or<br>AFRICAN<br>AMERICAN |           | AMERICAN<br>INDIAN or<br>ALASKA<br>NATIVE |          | HISPANIC or<br>LATINO |          | ASIAN     |          | NATIVE<br>HAWAIIAN or<br>OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL      |            | DISABLED |          |
|--------------------------------------|-------------|------------|---------------------------------|-----------|---|----------|-----------------------|----------|-----------|----------|--|----------|----------------------|----------|------------|------------|----------|----------|
|                                      | MALE        | FEMALE     | MALE                            | FEMALE    | MALE                                      | FEMALE   | MALE                  | FEMALE   | MALE      | FEMALE   | MALE   | FEMALE   | MALE                 | FEMALE   | MALE       | FEMALE     | MALE     | FEMALE   |
| <b>L32 - TECHNICAL</b>               |             |            |                                 |           |   |          |                       |          |           |          |  |          |                      |          |            |            |          |          |
| 00 - 05 YEARS                        | 146         | 103        | 8                               | 10        | 2   | 1        | 7                     | 4        | 6         | 1        | 0  | 0        | 2                    | 4        | 171        | 123        | 0        | 0        |
| 06 - 10 YEARS                        | 72          | 29         | 6                               | 4         | 0   | 0        | 0                     | 1        | 0         | 0        | 0  | 0        | 0                    | 0        | 78         | 34         | 0        | 0        |
| 11 - 15 YEARS                        | 56          | 39         | 4                               | 3         | 0   | 0        | 0                     | 2        | 0         | 0        | 0  | 0        | 0                    | 0        | 60         | 44         | 1        | 0        |
| 16 - 20 YEARS                        | 77          | 25         | 0                               | 0         | 1   | 0        | 3                     | 0        | 3         | 1        | 0  | 0        | 0                    | 0        | 84         | 26         | 0        | 0        |
| 21 - 25 YEARS                        | 73          | 13         | 2                               | 0         | 1   | 0        | 1                     | 0        | 2         | 1        | 0  | 0        | 0                    | 0        | 79         | 14         | 0        | 0        |
| 26 - 30 YEARS                        | 35          | 10         | 3                               | 0         | 1   | 0        | 2                     | 0        | 1         | 1        | 0  | 0        | 0                    | 0        | 42         | 11         | 2        | 0        |
| 31 - 35 YEARS                        | 50          | 3          | 3                               | 2         | 0   | 0        | 0                     | 0        | 2         | 0        | 0  | 0        | 0                    | 0        | 55         | 5          | 3        | 0        |
| 36 - 40 YEARS                        | 5           | 0          | 4                               | 1         | 0   | 0        | 0                     | 0        | 0         | 0        | 0  | 0        | 0                    | 0        | 9          | 1          | 0        | 0        |
| MORE THAN 40 YEARS                   | 2           | 3          | 0                               | 1         | 0   | 0        | 1                     | 0        | 0         | 0        | 0  | 0        | 0                    | 0        | 3          | 4          | 1        | 1        |
| <b>BARGAINING UNIT TOTAL</b>         | <b>516</b>  | <b>225</b> | <b>30</b>                       | <b>21</b> | <b>5</b>                                  | <b>1</b> | <b>14</b>             | <b>7</b> | <b>14</b> | <b>4</b> | <b>0</b>   | <b>0</b> | <b>2</b>             | <b>4</b> | <b>581</b> | <b>262</b> | <b>7</b> | <b>1</b> |
| MORE THAN 10 YEARS                   | 298         | 93         | 16                              | 7         | 3   | 0        | 7                     | 2        | 8         | 3        | 0  | 0        | 0                    | 0        | 332        | 105        | 7        | 1        |
| AVERAGE YEARS                        | 14.7        | 9.9        | 16.1                            | 10.9      | 14.0                                      | 4.0      | 13.3                  | 6.4      | 14.9      | 16.8     | 0  | 0        | 1.0                  | 0.3      | 14.7       | 9.8        | 30.6     | 42.0     |
| <b>BARGAINING UNIT AVERAGE YEARS</b> | <b>13.2</b> |            |                                 |           |   |          |                       |          |           |          |  |          |                      |          |            |            |          |          |

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| BARGAINING UNIT                      | WHITE        |            | BLACK or<br>AFRICAN<br>AMERICAN |           | AMERICAN<br>INDIAN or<br>ALASKA<br>NATIVE |          | HISPANIC or<br>LATINO |          | ASIAN    |          | NATIVE<br>HAWAIIAN or<br>OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL        |            | DISABLED |          |
|--------------------------------------|--------------|------------|---------------------------------|-----------|---|----------|-----------------------|----------|----------|----------|--|----------|----------------------|----------|--------------|------------|----------|----------|
|                                      | MALE         | FEMALE     | MALE                            | FEMALE    | MALE                                      | FEMALE   | MALE                  | FEMALE   | MALE     | FEMALE   | MALE   | FEMALE   | MALE                 | FEMALE   | MALE         | FEMALE     | MALE     | FEMALE   |
| <b>T01 - TROOPERS AND SERGEANTS</b>  |              |            |                                 |           |   |          |                       |          |          |          |  |          |                      |          |              |            |          |          |
| 00 - 05 YEARS                        | 511          | 62         | 44                              | 11        | 6   | 0        | 15                    | 2        | 4        | 1        | 0  | 0        | 12                   | 1        | 592          | 77         | 0        | 0        |
| 06 - 10 YEARS                        | 373          | 32         | 16                              | 0         | 4   | 1        | 10                    | 0        | 1        | 1        | 0  | 0        | 0                    | 0        | 404          | 34         | 0        | 0        |
| 11 - 15 YEARS                        | 58           | 2          | 2                               | 0         | 0   | 0        | 1                     | 0        | 1        | 0        | 0  | 0        | 0                    | 0        | 62           | 2          | 0        | 0        |
| 16 - 20 YEARS                        | 54           | 5          | 1                               | 1         | 1   | 0        | 1                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 57           | 6          | 0        | 0        |
| 21 - 25 YEARS                        | 299          | 22         | 9                               | 1         | 4   | 0        | 6                     | 0        | 2        | 0        | 0  | 0        | 0                    | 0        | 320          | 23         | 0        | 0        |
| 26 - 30 YEARS                        | 117          | 11         | 16                              | 0         | 5   | 0        | 3                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 141          | 11         | 1        | 0        |
| 31 - 35 YEARS                        | 9            | 1          | 0                               | 0         | 0   | 0        | 0                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 9            | 1          | 0        | 0        |
| 36 - 40 YEARS                        | 1            | 0          | 0                               | 0         | 0   | 0        | 0                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 1            | 0          | 0        | 0        |
| MORE THAN 40 YEARS                   | 0            | 0          | 0                               | 0         | 0   | 0        | 0                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 0            | 0          | 0        | 0        |
| <b>BARGAINING UNIT TOTAL</b>         | <b>1,422</b> | <b>135</b> | <b>88</b>                       | <b>13</b> | <b>20</b>                                 | <b>1</b> | <b>36</b>             | <b>2</b> | <b>8</b> | <b>2</b> | <b>0</b>   | <b>0</b> | <b>12</b>            | <b>1</b> | <b>1,586</b> | <b>154</b> | <b>1</b> | <b>0</b> |
| MORE THAN 10 YEARS                   | 538          | 41         | 28                              | 2         | 10  | 0        | 11                    | 0        | 3        | 0        | 0  | 0        | 0                    | 0        | 590          | 43         | 1        | 0        |
| AVERAGE YEARS                        | 11.4         | 10.3       | 10.8                            | 5.5       | 14.5                                      | 7.0      | 10.3                  | 3.5      | 10.1     | 6.5      | 0  | 0        | 2.0                  | 0        | 11.3         | 9.6        | 28.0     | 0        |
| <b>BARGAINING UNIT AVERAGE YEARS</b> |              |            |                                 |           |   |          |                       |          |          |          |  |          |                      |          |              |            |          |          |
| <b>11.1</b>                          |              |            |                                 |           |   |          |                       |          |          |          |  |          |                      |          |              |            |          |          |

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| BARGAINING UNIT                      | WHITE      |            | BLACK or<br>AFRICAN<br>AMERICAN |            | AMERICAN<br>INDIAN or<br>ALASKA<br>NATIVE |          | HISPANIC or<br>LATINO |           | ASIAN    |           | NATIVE<br>HAWAIIAN or<br>OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL      |            | DISABLED |          |
|--------------------------------------|------------|------------|---------------------------------|------------|---|----------|-----------------------|-----------|----------|-----------|--|----------|----------------------|----------|------------|------------|----------|----------|
|                                      | MALE       | FEMALE     | MALE                            | FEMALE     | MALE                                      | FEMALE   | MALE                  | FEMALE    | MALE     | FEMALE    | MALE   | FEMALE   | MALE                 | FEMALE   | MALE       | FEMALE     | MALE     | FEMALE   |
| <b>U11 - INSTITUTIONAL</b>           |            |            |                                 |            |   |          |                       |           |          |           |  |          |                      |          |            |            |          |          |
| 00 - 05 YEARS                        | 217        | 345        | 117                             | 211        | 4   | 5        | 13                    | 16        | 5        | 3         | 1  | 1        | 8                    | 8        | 365        | 589        | 0        | 0        |
| 06 - 10 YEARS                        | 70         | 91         | 47                              | 60         | 0   | 2        | 6                     | 3         | 2        | 3         | 0  | 0        | 0                    | 0        | 125        | 159        | 0        | 0        |
| 11 - 15 YEARS                        | 19         | 43         | 14                              | 24         | 0   | 1        | 2                     | 2         | 1        | 0         | 0  | 0        | 0                    | 0        | 36         | 70         | 0        | 0        |
| 16 - 20 YEARS                        | 39         | 48         | 13                              | 40         | 0   | 0        | 3                     | 2         | 1        | 2         | 0  | 0        | 0                    | 0        | 56         | 92         | 0        | 0        |
| 21 - 25 YEARS                        | 15         | 36         | 2                               | 12         | 1   | 0        | 1                     | 0         | 0        | 3         | 0  | 0        | 0                    | 0        | 19         | 51         | 0        | 0        |
| 26 - 30 YEARS                        | 10         | 12         | 2                               | 7          | 0   | 0        | 0                     | 1         | 0        | 0         | 0  | 0        | 0                    | 0        | 12         | 20         | 0        | 0        |
| 31 - 35 YEARS                        | 3          | 2          | 1                               | 3          | 0   | 0        | 0                     | 0         | 0        | 0         | 0  | 0        | 0                    | 0        | 4          | 5          | 0        | 0        |
| 36 - 40 YEARS                        | 1          | 1          | 0                               | 1          | 0   | 0        | 0                     | 0         | 0        | 0         | 0  | 0        | 0                    | 0        | 1          | 2          | 0        | 0        |
| MORE THAN 40 YEARS                   | 2          | 1          | 1                               | 1          | 0   | 0        | 0                     | 0         | 0        | 0         | 0  | 0        | 0                    | 0        | 3          | 2          | 0        | 0        |
| <b>BARGAINING UNIT TOTAL</b>         | <b>376</b> | <b>579</b> | <b>197</b>                      | <b>359</b> | <b>5</b>                                  | <b>8</b> | <b>25</b>             | <b>24</b> | <b>9</b> | <b>11</b> | <b>1</b>   | <b>1</b> | <b>8</b>             | <b>8</b> | <b>621</b> | <b>990</b> | <b>0</b> | <b>0</b> |
| MORE THAN 10 YEARS                   | 89         | 143        | 33                              | 88         | 1   | 1        | 6                     | 5         | 2        | 5         | 0  | 0        | 0                    | 0        | 131        | 242        | 0        | 0        |
| AVERAGE YEARS                        | 7.7        | 7.3        | 6.1                             | 7.3        | 6.4                                       | 5.0      | 7.4                   | 6.5       | 6.1      | 12.1      | 4.0  | 2.0      | 1.6                  | 0.9      | 7.1        | 7.2        | 0        | 0        |
| <b>BARGAINING UNIT AVERAGE YEARS</b> | <b>7.2</b> |            |                                 |            |   |          |                       |           |          |           |  |          |                      |          |            |            |          |          |

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**STATE OF MICHIGAN**  
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**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| BARGAINING UNIT                      | WHITE        |              | BLACK or<br>AFRICAN<br>AMERICAN |              | AMERICAN<br>INDIAN or<br>ALASKA<br>NATIVE |           | HISPANIC or<br>LATINO |            | ASIAN     |           | NATIVE<br>HAWAIIAN or<br>OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |           | TOTAL        |              | DISABLED  |           |
|--------------------------------------|--------------|--------------|---------------------------------|--------------|---|-----------|-----------------------|------------|-----------|-----------|--|----------|----------------------|-----------|--------------|--------------|-----------|-----------|
|                                      | MALE         | FEMALE       | MALE                            | FEMALE       | MALE                                      | FEMALE    | MALE                  | FEMALE     | MALE      | FEMALE    | MALE   | FEMALE   | MALE                 | FEMALE    | MALE         | FEMALE       | MALE      | FEMALE    |
| <b>W22 - HUMAN SERVICES</b>          |              |              |                                 |              |   |           |                       |            |           |           |  |          |                      |           |              |              |           |           |
| 00 - 05 YEARS                        | 524          | 2,001        | 165                             | 869          | 3   | 14        | 25                    | 76         | 13        | 23        | 2  | 1        | 23                   | 68        | 755          | 3,052        | 2         | 0         |
| 06 - 10 YEARS                        | 460          | 1,269        | 136                             | 611          | 8   | 16        | 19                    | 48         | 9         | 16        | 0  | 0        | 1                    | 0         | 633          | 1,960        | 0         | 4         |
| 11 - 15 YEARS                        | 270          | 829          | 87                              | 500          | 5   | 5         | 16                    | 42         | 6         | 12        | 0  | 0        | 0                    | 0         | 384          | 1,388        | 0         | 1         |
| 16 - 20 YEARS                        | 141          | 340          | 39                              | 216          | 2   | 2         | 6                     | 19         | 0         | 4         | 0  | 0        | 0                    | 1         | 188          | 582          | 1         | 2         |
| 21 - 25 YEARS                        | 258          | 295          | 49                              | 279          | 5   | 5         | 11                    | 34         | 2         | 6         | 0  | 0        | 0                    | 0         | 325          | 619          | 1         | 0         |
| 26 - 30 YEARS                        | 114          | 146          | 20                              | 83           | 0   | 1         | 3                     | 17         | 1         | 6         | 0  | 0        | 0                    | 0         | 138          | 253          | 2         | 5         |
| 31 - 35 YEARS                        | 38           | 54           | 10                              | 46           | 0   | 0         | 3                     | 7          | 1         | 0         | 0  | 0        | 1                    | 0         | 53           | 107          | 2         | 2         |
| 36 - 40 YEARS                        | 9            | 11           | 4                               | 16           | 0   | 0         | 1                     | 0          | 0         | 1         | 0  | 0        | 0                    | 0         | 14           | 28           | 1         | 1         |
| MORE THAN 40 YEARS                   | 8            | 10           | 2                               | 12           | 0   | 1         | 1                     | 0          | 0         | 0         | 0  | 0        | 0                    | 0         | 11           | 23           | 1         | 0         |
| <b>BARGAINING UNIT TOTAL</b>         | <b>1,822</b> | <b>4,955</b> | <b>512</b>                      | <b>2,632</b> | <b>23</b>                                 | <b>44</b> | <b>85</b>             | <b>243</b> | <b>32</b> | <b>68</b> | <b>2</b>   | <b>1</b> | <b>25</b>            | <b>69</b> | <b>2,501</b> | <b>8,012</b> | <b>10</b> | <b>15</b> |
| MORE THAN 10 YEARS                   | 838          | 1,685        | 211                             | 1,152        | 12  | 14        | 41                    | 119        | 10        | 29        | 0  | 0        | 1                    | 1         | 1,113        | 3,000        | 8         | 11        |
| AVERAGE YEARS                        | 12.1         | 9.2          | 11.0                            | 11.0         | 12.6                                      | 10.4      | 12.4                  | 12.1       | 8.2       | 11.2      | 3.5  | 4.0      | 3.4                  | 2.1       | 11.8         | 9.8          | 25.5      | 21.6      |
| <b>BARGAINING UNIT AVERAGE YEARS</b> |              |              |                                 |              |   |           |                       |            |           |           |  |          |                      |           |              |              |           |           |
| <b>10.3</b>                          |              |              |                                 |              |   |           |                       |            |           |           |  |          |                      |           |              |              |           |           |

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**Pay End Date: March 20, 2021**

| BARGAINING UNIT                      | WHITE      |              | BLACK or<br>AFRICAN<br>AMERICAN |            | AMERICAN<br>INDIAN or<br>ALASKA<br>NATIVE |           | HISPANIC or<br>LATINO |            | ASIAN     |           | NATIVE<br>HAWAIIAN or<br>OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |           | TOTAL      |              | DISABLED |           |
|--------------------------------------|------------|--------------|---------------------------------|------------|---|-----------|-----------------------|------------|-----------|-----------|--|----------|----------------------|-----------|------------|--------------|----------|-----------|
|                                      | MALE       | FEMALE       | MALE                            | FEMALE     | MALE                                      | FEMALE    | MALE                  | FEMALE     | MALE      | FEMALE    | MALE   | FEMALE   | MALE                 | FEMALE    | MALE       | FEMALE       | MALE     | FEMALE    |
| <b>W41 - ADMINISTRATIVE SUPPORT</b>  |            |              |                                 |            |   |           |                       |            |           |           |  |          |                      |           |            |              |          |           |
| 00 - 05 YEARS                        | 354        | 1,422        | 60                              | 335        | 5   | 16        | 21                    | 81         | 9         | 16        | 0  | 1        | 6                    | 38        | 455        | 1,909        | 0        | 0         |
| 06 - 10 YEARS                        | 115        | 745          | 27                              | 160        | 2   | 8         | 4                     | 36         | 2         | 10        | 0  | 0        | 0                    | 2         | 150        | 961          | 0        | 2         |
| 11 - 15 YEARS                        | 64         | 370          | 16                              | 91         | 0   | 3         | 0                     | 19         | 0         | 1         | 0  | 0        | 0                    | 0         | 80         | 484          | 0        | 1         |
| 16 - 20 YEARS                        | 43         | 320          | 7                               | 59         | 1   | 3         | 4                     | 17         | 2         | 3         | 0  | 0        | 0                    | 0         | 57         | 402          | 0        | 1         |
| 21 - 25 YEARS                        | 41         | 301          | 9                               | 88         | 2   | 8         | 4                     | 18         | 0         | 7         | 0  | 0        | 0                    | 0         | 56         | 422          | 0        | 3         |
| 26 - 30 YEARS                        | 9          | 108          | 4                               | 31         | 0   | 2         | 1                     | 4          | 1         | 0         | 0  | 0        | 0                    | 0         | 15         | 145          | 1        | 8         |
| 31 - 35 YEARS                        | 11         | 93           | 5                               | 49         | 0   | 0         | 2                     | 12         | 1         | 4         | 0  | 0        | 0                    | 0         | 19         | 158          | 3        | 11        |
| 36 - 40 YEARS                        | 2          | 38           | 0                               | 17         | 0   | 0         | 0                     | 2          | 0         | 0         | 0  | 0        | 0                    | 0         | 2          | 57           | 1        | 3         |
| MORE THAN 40 YEARS                   | 0          | 51           | 0                               | 22         | 0   | 1         | 1                     | 1          | 0         | 1         | 0  | 0        | 0                    | 0         | 1          | 76           | 1        | 2         |
| <b>BARGAINING UNIT TOTAL</b>         | <b>639</b> | <b>3,448</b> | <b>128</b>                      | <b>852</b> | <b>10</b>                                 | <b>41</b> | <b>37</b>             | <b>190</b> | <b>15</b> | <b>42</b> | <b>0</b>   | <b>1</b> | <b>6</b>             | <b>40</b> | <b>835</b> | <b>4,614</b> | <b>6</b> | <b>31</b> |
| MORE THAN 10 YEARS                   | 170        | 1,281        | 41                              | 357        | 3   | 17        | 12                    | 73         | 4         | 16        | 0  | 0        | 0                    | 0         | 230        | 1,744        | 6        | 29        |
| AVERAGE YEARS                        | 7.7        | 10.6         | 9.1                             | 12.2       | 8.8                                       | 11.7      | 10.4                  | 10.9       | 8.6       | 12.3      | 0  | 2.0      | 1.5                  | 2.3       | 8.0        | 10.9         | 34.0     | 29.0      |
| <b>BARGAINING UNIT AVERAGE YEARS</b> |            |              |                                 |            |   |           |                       |            |           |           |  |          |                      |           |            |              |          |           |
| <b>10.4</b>                          |            |              |                                 |            |   |           |                       |            |           |           |  |          |                      |           |            |              |          |           |

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**Pay End Date: March 20, 2021**

| BARGAINING UNIT                            | WHITE        |              | BLACK or<br>AFRICAN<br>AMERICAN |            | AMERICAN<br>INDIAN or<br>ALASKA<br>NATIVE |           | HISPANIC or<br>LATINO |            | ASIAN      |            | NATIVE<br>HAWAIIAN or<br>OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |           | TOTAL        |              | DISABLED  |           |
|--|--------------|--------------|---------------------------------|------------|---|-----------|-----------------------|------------|------------|------------|--|----------|----------------------|-----------|--------------|--------------|-----------|-----------|
|  | MALE         | FEMALE       | MALE                            | FEMALE     | MALE                                      | FEMALE    | MALE                  | FEMALE     | MALE       | FEMALE     | MALE   | FEMALE   | MALE                 | FEMALE    | MALE         | FEMALE       | MALE      | FEMALE    |
| <b>Y23 - BUSINESS &amp; ADMINISTRATION</b> |              |              |                                 |            |   |           |                       |            |            |            |  |          |                      |           |              |              |           |           |
| 00 - 05 YEARS                              | 644          | 680          | 43                              | 89         | 4   | 2         | 16                    | 27         | 42         | 72         | 0  | 0        | 12                   | 8         | 761          | 878          | 1         | 0         |
| 06 - 10 YEARS                              | 574          | 587          | 46                              | 122        | 3   | 5         | 25                    | 25         | 34         | 46         | 0  | 0        | 2                    | 1         | 684          | 786          | 1         | 0         |
| 11 - 15 YEARS                              | 288          | 447          | 33                              | 76         | 0   | 4         | 2                     | 15         | 21         | 31         | 0  | 0        | 0                    | 1         | 344          | 574          | 0         | 0         |
| 16 - 20 YEARS                              | 193          | 342          | 27                              | 89         | 1   | 2         | 4                     | 11         | 23         | 12         | 0  | 1.0      | 0                    | 0         | 248          | 457          | 1         | 1         |
| 21 - 25 YEARS                              | 253          | 292          | 20                              | 74         | 0   | 3         | 7                     | 17         | 8          | 6          | 0  | 0        | 0                    | 0         | 288          | 392          | 3         | 2         |
| 26 - 30 YEARS                              | 80           | 98           | 12                              | 28         | 1   | 3         | 3                     | 3          | 5          | 3          | 0  | 0        | 0                    | 0         | 101          | 135          | 3         | 7         |
| 31 - 35 YEARS                              | 66           | 103          | 13                              | 43         | 0   | 1         | 5                     | 17         | 3          | 4          | 0  | 0        | 0                    | 0         | 87           | 168          | 3         | 10        |
| 36 - 40 YEARS                              | 9            | 22           | 4                               | 7          | 0   | 0         | 2                     | 3          | 2          | 1          | 0  | 0        | 0                    | 0         | 17           | 33           | 2         | 0         |
| MORE THAN 40 YEARS                         | 18           | 47           | 5                               | 8          | 0   | 0         | 0                     | 2          | 0          | 0          | 0  | 0        | 0                    | 0         | 23           | 57           | 0         | 1         |
| <b>BARGAINING UNIT TOTAL</b>               | <b>2,125</b> | <b>2,618</b> | <b>203</b>                      | <b>536</b> | <b>9</b>                                  | <b>20</b> | <b>64</b>             | <b>120</b> | <b>138</b> | <b>175</b> | <b>0</b>   | <b>1</b> | <b>14</b>            | <b>10</b> | <b>2,553</b> | <b>3,480</b> | <b>14</b> | <b>21</b> |
| MORE THAN 10 YEARS                         | 907          | 1,351        | 114                             | 325        | 2   | 13        | 23                    | 68         | 62         | 57         | 0  | 1.0      | 0                    | 1         | 1,108        | 1,816        | 12        | 21        |
| AVERAGE YEARS                              | 11.6         | 13.1         | 14.9                            | 15.5       | 8.8                                       | 15.6      | 12.9                  | 15.9       | 11.0       | 9.1        | 0  | 19.0     | 3.5                  | 4.1       | 11.8         | 13.4         | 25.1      | 30.3      |
| <b>BARGAINING UNIT AVERAGE YEARS</b>       | <b>12.7</b>  |              |                                 |            |   |           |                       |            |            |            |  |          |                      |           |              |              |           |           |

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Source: Michigan Civil Service Commission HWF20

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| BARGAINING UNIT                      | WHITE        |              | BLACK or<br>AFRICAN<br>AMERICAN |            | AMERICAN<br>INDIAN or<br>ALASKA<br>NATIVE |           | HISPANIC or<br>LATINO |           | ASIAN     |           | NATIVE<br>HAWAIIAN or<br>OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL        |              | DISABLED  |          |
|--------------------------------------|--------------|--------------|---------------------------------|------------|---|-----------|-----------------------|-----------|-----------|-----------|--|----------|----------------------|----------|--------------|--------------|-----------|----------|
|                                      | MALE         | FEMALE       | MALE                            | FEMALE     | MALE                                      | FEMALE    | MALE                  | FEMALE    | MALE      | FEMALE    | MALE   | FEMALE   | MALE                 | FEMALE   | MALE         | FEMALE       | MALE      | FEMALE   |
| <b>Y51 - SUPERVISORY</b>             |              |              |                                 |            |   |           |                       |           |           |           |  |          |                      |          |              |              |           |          |
| 00 - 05 YEARS                        | 210          | 208          | 23                              | 66         | 8   | 0         | 7                     | 5         | 7         | 4         | 0  | 0        | 1                    | 7        | 256          | 290          | 1         | 0        |
| 06 - 10 YEARS                        | 350          | 336          | 47                              | 90         | 10  | 2         | 12                    | 15        | 7         | 10        | 0  | 0        | 1                    | 0        | 427          | 453          | 0         | 0        |
| 11 - 15 YEARS                        | 272          | 305          | 43                              | 95         | 5   | 2         | 8                     | 11        | 5         | 7         | 0  | 0        | 0                    | 0        | 333          | 420          | 0         | 0        |
| 16 - 20 YEARS                        | 299          | 325          | 30                              | 100        | 5   | 3         | 7                     | 12        | 7         | 6         | 0  | 0        | 0                    | 0        | 348          | 446          | 2         | 1        |
| 21 - 25 YEARS                        | 474          | 265          | 39                              | 136        | 10  | 3         | 11                    | 5         | 9         | 5         | 0  | 0        | 0                    | 0        | 543          | 414          | 1         | 1        |
| 26 - 30 YEARS                        | 212          | 119          | 25                              | 43         | 4   | 4         | 4                     | 5         | 3         | 1         | 0  | 0        | 0                    | 0        | 248          | 172          | 2         | 3        |
| 31 - 35 YEARS                        | 127          | 63           | 25                              | 41         | 4   | 2         | 9                     | 3         | 2         | 2         | 0  | 0        | 0                    | 0        | 167          | 111          | 2         | 1        |
| 36 - 40 YEARS                        | 28           | 11           | 8                               | 14         | 1   | 1         | 0                     | 0         | 1         | 0         | 0  | 0        | 0                    | 0        | 38           | 26           | 4         | 0        |
| MORE THAN 40 YEARS                   | 30           | 18           | 6                               | 15         | 0   | 0         | 2                     | 1         | 0         | 0         | 0  | 0        | 0                    | 0        | 38           | 34           | 5         | 2        |
| <b>BARGAINING UNIT TOTAL</b>         | <b>2,002</b> | <b>1,650</b> | <b>246</b>                      | <b>600</b> | <b>47</b>                                 | <b>17</b> | <b>60</b>             | <b>57</b> | <b>41</b> | <b>35</b> | <b>0</b>   | <b>0</b> | <b>2</b>             | <b>7</b> | <b>2,398</b> | <b>2,366</b> | <b>17</b> | <b>8</b> |
| MORE THAN 10 YEARS                   | 1,442        | 1,106        | 176                             | 444        | 29  | 15        | 41                    | 37        | 27        | 21        | 0  | 0        | 0                    | 0        | 1,715        | 1,623        | 16        | 8        |
| AVERAGE YEARS                        | 17.8         | 15.6         | 18.3                            | 18.0       | 16.0                                      | 22.5      | 18.0                  | 15.7      | 16.1      | 14.5      | 0  | 0        | 5.0                  | 1.9      | 17.7         | 16.2         | 33.2      | 29.8     |
| <b>BARGAINING UNIT AVERAGE YEARS</b> | <b>17.0</b>  |              |                                 |            |   |           |                       |           |           |           |  |          |                      |          |              |              |           |          |

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| BARGAINING UNIT                      | WHITE      |           | BLACK or<br>AFRICAN<br>AMERICAN |          | AMERICAN<br>INDIAN or<br>ALASKA<br>NATIVE |          | HISPANIC or<br>LATINO |          | ASIAN    |          | NATIVE<br>HAWAIIAN or<br>OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL     |           | DISABLED |          |
|--------------------------------------|------------|-----------|---------------------------------|----------|---|----------|-----------------------|----------|----------|----------|--|----------|----------------------|----------|-----------|-----------|----------|----------|
|                                      | MALE       | FEMALE    | MALE                            | FEMALE   | MALE                                      | FEMALE   | MALE                  | FEMALE   | MALE     | FEMALE   | MALE   | FEMALE   | MALE                 | FEMALE   | MALE      | FEMALE    | MALE     | FEMALE   |
| <b>Y52 - NONCAREER</b>               |            |           |                                 |          |   |          |                       |          |          |          |  |          |                      |          |           |           |          |          |
| 00 - 05 YEARS                        | 28         | 35        | 4                               | 5        | 0   | 0        | 0                     | 3        | 1        | 2        | 0  | 0        | 1                    | 2        | 34        | 47        | 0        | 0        |
| 06 - 10 YEARS                        | 0          | 0         | 0                               | 0        | 0   | 0        | 0                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 0         | 0         | 0        | 0        |
| 11 - 15 YEARS                        | 0          | 0         | 0                               | 0        | 0   | 0        | 0                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 0         | 0         | 0        | 0        |
| 16 - 20 YEARS                        | 0          | 0         | 0                               | 0        | 0   | 0        | 0                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 0         | 0         | 0        | 0        |
| 21 - 25 YEARS                        | 0          | 0         | 0                               | 0        | 0   | 0        | 0                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 0         | 0         | 0        | 0        |
| 26 - 30 YEARS                        | 0          | 0         | 0                               | 0        | 0   | 0        | 0                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 0         | 0         | 0        | 0        |
| 31 - 35 YEARS                        | 0          | 0         | 0                               | 0        | 0   | 0        | 0                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 0         | 0         | 0        | 0        |
| 36 - 40 YEARS                        | 0          | 0         | 0                               | 0        | 0   | 0        | 0                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 0         | 0         | 0        | 0        |
| MORE THAN 40 YEARS                   | 0          | 0         | 0                               | 0        | 0   | 0        | 0                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 0         | 0         | 0        | 0        |
| <b>BARGAINING UNIT TOTAL</b>         | <b>28</b>  | <b>35</b> | <b>4</b>                        | <b>5</b> | <b>0</b>                                  | <b>0</b> | <b>0</b>              | <b>3</b> | <b>1</b> | <b>2</b> | <b>0</b>   | <b>0</b> | <b>1</b>             | <b>2</b> | <b>34</b> | <b>47</b> | <b>0</b> | <b>0</b> |
| MORE THAN 10 YEARS                   | 0          | 0         | 0                               | 0        | 0   | 0        | 0                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 0         | 0         | 0        | 0        |
| AVERAGE YEARS                        | 0          | 0         | 0                               | 0        | 0   | 0        | 0                     | 0        | 0        | 0        | 0  | 0        | 0                    | 0        | 0         | 0         | 0        | 0        |
| <b>BARGAINING UNIT AVERAGE YEARS</b> | <b>0.0</b> |           |                                 |          |   |          |                       |          |          |          |  |          |                      |          |           |           |          |          |

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| BARGAINING UNIT                      | WHITE        |              | BLACK or<br>AFRICAN<br>AMERICAN |            | AMERICAN<br>INDIAN or<br>ALASKA<br>NATIVE |          | HISPANIC or<br>LATINO |           | ASIAN     |           | NATIVE<br>HAWAIIAN or<br>OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |          | TOTAL        |              | DISABLED |           |
|--------------------------------------|--------------|--------------|---------------------------------|------------|---|----------|-----------------------|-----------|-----------|-----------|--|----------|----------------------|----------|--------------|--------------|----------|-----------|
|                                      | MALE         | FEMALE       | MALE                            | FEMALE     | MALE                                      | FEMALE   | MALE                  | FEMALE    | MALE      | FEMALE    | MALE   | FEMALE   | MALE                 | FEMALE   | MALE         | FEMALE       | MALE     | FEMALE    |
| <b>Y98 - MANAGERIAL</b>              |              |              |                                 |            |   |          |                       |           |           |           |  |          |                      |          |              |              |          |           |
| 00 - 05 YEARS                        | 148          | 153          | 8                               | 25         | 0   | 0        | 1                     | 3         | 7         | 4         | 0  | 0        | 1                    | 5        | 165          | 190          | 0        | 0         |
| 06 - 10 YEARS                        | 154          | 155          | 6                               | 7          | 1   | 0        | 4                     | 2         | 3         | 2         | 0  | 0        | 0                    | 0        | 168          | 166          | 0        | 0         |
| 11 - 15 YEARS                        | 130          | 141          | 5                               | 17         | 0   | 1        | 3                     | 3         | 5         | 4         | 0  | 0        | 0                    | 0        | 143          | 166          | 2        | 1         |
| 16 - 20 YEARS                        | 168          | 196          | 17                              | 14         | 1   | 0        | 3                     | 3         | 5         | 9         | 0  | 0        | 0                    | 0        | 194          | 222          | 0        | 0         |
| 21 - 25 YEARS                        | 211          | 175          | 13                              | 35         | 0   | 0        | 1                     | 4         | 3         | 2         | 0  | 0        | 0                    | 0        | 228          | 216          | 1        | 0         |
| 26 - 30 YEARS                        | 161          | 105          | 13                              | 17         | 1   | 2        | 2                     | 5         | 1         | 2         | 0  | 0        | 0                    | 0        | 178          | 131          | 2        | 3         |
| 31 - 35 YEARS                        | 94           | 93           | 13                              | 28         | 3   | 1        | 3                     | 2         | 3         | 2         | 0  | 0        | 0                    | 0        | 116          | 126          | 1        | 6         |
| 36 - 40 YEARS                        | 17           | 14           | 4                               | 5          | 1   | 0        | 1                     | 0         | 1         | 1         | 0  | 0        | 0                    | 0        | 24           | 20           | 0        | 0         |
| MORE THAN 40 YEARS                   | 17           | 13           | 8                               | 11         | 0   | 0        | 2                     | 1         | 0         | 0         | 0  | 0        | 0                    | 0        | 27           | 25           | 2        | 1         |
| <b>BARGAINING UNIT TOTAL</b>         | <b>1,100</b> | <b>1,045</b> | <b>87</b>                       | <b>159</b> | <b>7</b>                                  | <b>4</b> | <b>20</b>             | <b>23</b> | <b>28</b> | <b>26</b> | <b>0</b>   | <b>0</b> | <b>1</b>             | <b>5</b> | <b>1,243</b> | <b>1,262</b> | <b>8</b> | <b>11</b> |
| MORE THAN 10 YEARS                   | 798          | 737          | 73                              | 127        | 6   | 4        | 15                    | 18        | 18        | 20        | 0  | 0        | 0                    | 0        | 910          | 906          | 8        | 11        |
| AVERAGE YEARS                        | 18.2         | 17.3         | 23.0                            | 21.5       | 27.0                                      | 25.3     | 21.1                  | 19.7      | 15.3      | 16.6      | 0  | 0        | 2.0                  | 2.2      | 18.6         | 17.8         | 27.9     | 30.5      |
| <b>BARGAINING UNIT AVERAGE YEARS</b> | <b>18.2</b>  |              |                                 |            |   |          |                       |           |           |           |  |          |                      |          |              |              |          |           |

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 20, 2021**

| BARGAINING UNIT                      | WHITE       |        | BLACK or<br>AFRICAN<br>AMERICAN |        | AMERICAN<br>INDIAN or<br>ALASKA<br>NATIVE |        | HISPANIC or<br>LATINO |        | ASIAN |        | NATIVE<br>HAWAIIAN or<br>OTHER PACIFIC<br>ISLANDER |        | TWO or MORE<br>RACES |        | TOTAL |        | DISABLED |        |
|--------------------------------------|-------------|--------|---------------------------------|--------|---|--------|-----------------------|--------|-------|--------|--|--------|----------------------|--------|-------|--------|----------|--------|
|                                      | MALE        | FEMALE | MALE                            | FEMALE | MALE                                      | FEMALE | MALE                  | FEMALE | MALE  | FEMALE | MALE   | FEMALE | MALE                 | FEMALE | MALE  | FEMALE | MALE     | FEMALE |
| <b>Y99 - CONFIDENTIAL</b>            |             |        |                                 |        |   |        |                       |        |       |        |  |        |                      |        |       |        |          |        |
| 00 - 05 YEARS                        | 80          | 318    | 13                              | 42     | 1   | 4      | 3                     | 21     | 2     | 4      | 0  | 0      | 3                    | 8      | 102   | 397    | 0        | 1      |
| 06 - 10 YEARS                        | 60          | 190    | 7                               | 34     | 0   | 1      | 3                     | 8      | 0     | 3      | 0  | 0      | 1                    | 0      | 71    | 236    | 0        | 0      |
| 11 - 15 YEARS                        | 22          | 132    | 1                               | 18     | 0   | 0      | 0                     | 4      | 0     | 1      | 0  | 0      | 0                    | 0      | 23    | 155    | 1        | 1      |
| 16 - 20 YEARS                        | 17          | 111    | 6                               | 15     | 0   | 2      | 1                     | 6      | 0     | 0      | 0  | 0      | 0                    | 0      | 24    | 134    | 0        | 0      |
| 21 - 25 YEARS                        | 23          | 112    | 2                               | 22     | 0   | 3      | 2                     | 1      | 0     | 3      | 0  | 0      | 0                    | 0      | 27    | 141    | 0        | 0      |
| 26 - 30 YEARS                        | 7           | 33     | 2                               | 14     | 0   | 1      | 0                     | 2      | 1     | 2      | 0  | 0      | 0                    | 0      | 10    | 52     | 0        | 1      |
| 31 - 35 YEARS                        | 8           | 46     | 3                               | 18     | 0   | 1      | 1                     | 10     | 0     | 0      | 0  | 0      | 0                    | 0      | 12    | 75     | 1        | 2      |
| 36 - 40 YEARS                        | 2           | 6      | 0                               | 2      | 0   | 0      | 0                     | 1      | 0     | 0      | 0  | 0      | 0                    | 0      | 2     | 9      | 1        | 0      |
| MORE THAN 40 YEARS                   | 2           | 22     | 0                               | 8      | 0   | 1      | 0                     | 1      | 0     | 0      | 0  | 0      | 0                    | 0      | 2     | 32     | 0        | 4      |
| <b>BARGAINING UNIT TOTAL</b>         | 221         | 970    | 34                              | 173    | 1   | 13     | 10                    | 54     | 3     | 13     | 0  | 0      | 4                    | 8      | 273   | 1,231  | 3        | 9      |
| MORE THAN 10 YEARS                   | 81          | 462    | 14                              | 97     | 0   | 8      | 4                     | 25     | 1     | 6      | 0  | 0      | 0                    | 0      | 100   | 598    | 3        | 8      |
| AVERAGE YEARS                        | 10.9        | 12.6   | 12.1                            | 16.1   | 3.0                                       | 17.2   | 12.3                  | 14.2   | 9.3   | 12.9   | 0  | 0      | 4.8                  | 1.5    | 11.0  | 13.2   | 27.7     | 31.2   |
| <b>BARGAINING UNIT AVERAGE YEARS</b> | <b>12.8</b> |        |                                 |        |   |        |                       |        |       |        |  |        |                      |        |       |        |          |        |

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Source: Michigan Civil Service Commission HWF20

# STATE OF MICHIGAN

Table 5-2

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

### RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: March 20, 2021

| BARGAINING UNIT                | WHITE         |               | BLACK or<br>AFRICAN<br>AMERICAN |              | AMERICAN<br>INDIAN or<br>ALASKA<br>NATIVE |            | HISPANIC or<br>LATINO |            | ASIAN      |            | NATIVE<br>HAWAIIAN or<br>OTHER PACIFIC<br>ISLANDER |          | TWO or MORE<br>RACES |            | TOTAL         |               | DISABLED  |            |
|--------------------------------|---------------|---------------|---------------------------------|--------------|---|------------|-----------------------|------------|------------|------------|--|----------|----------------------|------------|---------------|---------------|-----------|------------|
|                                | MALE          | FEMALE        | MALE                            | FEMALE       | MALE                                      | FEMALE     | MALE                  | FEMALE     | MALE       | FEMALE     | MALE   | FEMALE   | MALE                 | FEMALE     | MALE          | FEMALE        | MALE      | FEMALE     |
| STATEWIDE TOTALS               |               |               |                                 |              |   |            |                       |            |            |            |  |          |                      |            |               |               |           |            |
| 00 - 05 YEARS                  | 5,597         | 6,270         | 832                             | 2,113        | 98  | 64         | 197                   | 292        | 124        | 160        | 4  | 5        | 111                  | 179        | 6,963         | 9,083         | 4         | 2          |
| 06 -10 YEARS                   | 3,727         | 3,738         | 501                             | 1,182        | 59  | 39         | 125                   | 149        | 63         | 100        | 0  | 0        | 5                    | 3          | 4,480         | 5,211         | 1         | 6          |
| 11 - 15 YEARS                  | 1,855         | 2,545         | 295                             | 928          | 31  | 20         | 63                    | 104        | 45         | 62         | 0  | 0        | 0                    | 1          | 2,289         | 3,660         | 6         | 4          |
| 16 - 20 YEARS                  | 1,880         | 1,966         | 230                             | 687          | 26  | 17         | 53                    | 83         | 52         | 40         | 0  | 1        | 0                    | 1          | 2,241         | 2,795         | 5         | 8          |
| 21 - 25 YEARS                  | 2,884         | 1,728         | 261                             | 712          | 47  | 29         | 84                    | 86         | 32         | 42         | 0  | 0        | 1                    | 0          | 3,309         | 2,597         | 9         | 7          |
| 26 - 30 YEARS                  | 1,084         | 723           | 115                             | 240          | 17  | 13         | 29                    | 41         | 21         | 17         | 0  | 0        | 0                    | 0          | 1,266         | 1,034         | 15        | 27         |
| 31 - 35 YEARS                  | 572           | 503           | 101                             | 244          | 11  | 7          | 24                    | 53         | 15         | 13         | 0  | 0        | 1                    | 0          | 724           | 820           | 17        | 34         |
| 36 - 40 YEARS                  | 102           | 106           | 29                              | 65           | 2   | 1          | 5                     | 6          | 5          | 3          | 0  | 0        | 0                    | 0          | 143           | 181           | 10        | 4          |
| MORE THAN 40 YEARS             | 107           | 169           | 27                              | 84           | 1   | 3          | 8                     | 6          | 2          | 1          | 0  | 0        | 0                    | 0          | 145           | 263           | 10        | 12         |
| <b>STATEWIDE TOTAL</b>         | <b>17,808</b> | <b>17,748</b> | <b>2,391</b>                    | <b>6,255</b> | <b>292</b>                                | <b>193</b> | <b>588</b>            | <b>820</b> | <b>359</b> | <b>438</b> | <b>4</b>   | <b>6</b> | <b>118</b>           | <b>184</b> | <b>21,560</b> | <b>25,644</b> | <b>77</b> | <b>104</b> |
| MORE THAN 10 YEARS             | 8,484         | 7,740         | 1,058                           | 2,960        | 135                                       | 90         | 266                   | 379        | 172        | 178        | 0  | 1        | 2                    | 2          | 10,117        | 11,350        | 72        | 96         |
| AVERAGE YEARS                  | 12.5          | 11.3          | 11.9                            | 12.1         | 12.3                                      | 12.8       | 12.3                  | 12.3       | 12.0       | 10.8       | 3.0  | 4.7      | 2.5                  | 1.9        | 12.4          | 11.5          | 28.5      | 28.3       |
| <b>STATEWIDE AVERAGE YEARS</b> |               |               | <b>11.9</b>                     |              |   |            |                       |            |            |            |  |          |                      |            |               |               |           |            |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

# STATE OF MICHIGAN

Table 5-3

## AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT

Pay End Date: March 20, 2021

| BARGAINING UNIT CODE/NAME       | Number of Employees | Percent of Classified Employees | Average Age | Average Pay Rate | Count of Employees Eligible for Longevity | Percent of Bargaining Unit Eligible for Longevity |
|---------------------------------|---------------------|---------------------------------|-------------|------------------|---|---|
| A02 - SAFETY & REGULATORY       | 1,329               | 2.8 %                           | 44.3        | \$28.68          | 861                                       | 64.8 %  |
| A31 - LABOR AND TRADES          | 1,853               | 3.9 %                           | 49.2        | \$25.29          | 1,057                                     | 57.0 %  |
| C12 - SECURITY                  | 5,787               | 12.3 %                          | 41.0        | \$25.96          | 3,435                                     | 59.4 %  |
| E42 - HUMAN SERVICES SUPPORT    | 956                 | 2.0 %                           | 46.9        | \$25.95          | 401                                       | 41.9 %  |
| H21 - SCIENTIFIC & ENGINEERING  | 2,236               | 4.7 %                           | 43.9        | \$36.79          | 1,444                                     | 64.6 %  |
| L32 - TECHNICAL                 | 843                 | 1.8 %                           | 45.6        | \$27.64          | 550                                       | 65.2 %  |
| T01 - TROOPERS AND SERGEANTS    | 1,740               | 3.7 %                           | 37.0        | \$33.11          | 1,126                                     | 64.7 %  |
| U11 - INSTITUTIONAL             | 1,611               | 3.4 %                           | 44.1        | \$22.51          | 641                                       | 39.8 %  |
| W22 - HUMAN SERVICES            | 10,513              | 22.3 %                          | 43.9        | \$29.95          | 6,442                                     | 61.3 %  |
| W41 - ADMINISTRATIVE SUPPORT    | 5,449               | 11.5 %                          | 46.2        | \$23.77          | 2,978                                     | 54.7 %  |
| Y23 - BUSINESS & ADMINISTRATION | 6,033               | 12.8 %                          | 46.2        | \$36.15          | 4,291                                     | 71.1 %  |
| Y51 - SUPERVISORY               | 4,763               | 10.1 %                          | 48.6        | \$38.42          | 4,170                                     | 87.5 %  |
| Y52 - NONCAREER                 | 82                  | 0.2 %                           | 28.1        | \$15.77          | 1   | 1.2 %   |
| Y98 - MANAGERIAL                | 2,505               | 5.3 %                           | 50.4        | \$55.39          | 2,142                                     | 85.5 %  |
| Y99 - CONFIDENTIAL              | 1,504               | 3.2 %                           | 46.8        | \$32.11          | 966                                       | 64.2 %  |
| <b>STATEWIDE TOTAL</b>          | <b>47,204</b>       | <b>100.0 %</b>                  | <b>45.1</b> | <b>\$31.64</b>   | <b>30,505</b>                             | <b>64.6 %</b>                                     |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Noncareer positions are not eligible for longevity and are therefore not included in those counts.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES**  
**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT**

**Pay End Date: March 20, 2021**

| Bargaining Unit Code/Name                | Total Employees Enrolled | Health Insurance       |             |               |             |                     |            |              | Dental Insurance |                        |             |                   |            |
|--|--------------------------|------------------------|-------------|---------------|-------------|---------------------|------------|--------------|------------------|------------------------|-------------|-------------------|------------|
|  |                          | State Sponsored Health | %           | HMO           | %           | Catastrophic Health | %          | COPS Trust   | %                | State Sponsored Dental | %           | Preventive Dental |            |
| <b>A02 SAFETY &amp; REGULATORY</b>       | 1,312                    | 669                    | 51 %        | 461           | 35 %        | 14                  | 1 %        | 0            | 0 %              | 1,200                  | 91 %        | 4                 | 0 %        |
| <b>A31 LABOR AND TRADES</b>              | 1,751                    | 812                    | 46 %        | 672           | 38 %        | 12                  | 1 %        | 0            | 0 %              | 1,558                  | 89 %        | 5                 | 0 %        |
| <b>C12 SECURITY</b>                      | 5,787                    | 3,277                  | 57 %        | 2,073         | 36 %        | 9                   | 0 %        | 0            | 0 %              | 5,490                  | 95 %        | 18                | 0 %        |
| <b>E42 HUMAN SERVICES SUPPORT</b>        | 956                      | 429                    | 45 %        | 367           | 38 %        | 6                   | 1 %        | 0            | 0 %              | 853                    | 89 %        | 9                 | 1 %        |
| <b>H21 SCIENTIFIC &amp; ENGINEERING</b>  | 2,231                    | 855                    | 38 %        | 1,103         | 49 %        | 16                  | 1 %        | 0            | 0 %              | 2,073                  | 93 %        | 11                | 0 %        |
| <b>L32 TECHNICAL</b>                     | 817                      | 339                    | 41 %        | 395           | 48 %        | 6                   | 1 %        | 0            | 0 %              | 766                    | 94 %        | 4                 | 0 %        |
| <b>T01 TROOPERS AND SERGEANTS</b>        | 1,740                    | 367                    | 21 %        | 216           | 12 %        | 3                   | 0 %        | 999          | 57 %             | 1,622                  | 93 %        | 3                 | 0 %        |
| <b>U11 INSTITUTIONAL</b>                 | 1,605                    | 763                    | 48 %        | 677           | 42 %        | 4                   | 0 %        | 0            | 0 %              | 1,475                  | 92 %        | 8                 | 0 %        |
| <b>W22 HUMAN SERVICES</b>                | 10,476                   | 4,240                  | 40 %        | 5,242         | 50 %        | 49                  | 0 %        | 0            | 0 %              | 9,856                  | 94 %        | 28                | 0 %        |
| <b>W41 ADMINISTRATIVE SUPPORT</b>        | 5,263                    | 1,744                  | 33 %        | 2,926         | 56 %        | 26                  | 0 %        | 0            | 0 %              | 4,872                  | 93 %        | 17                | 0 %        |
| <b>Y23 BUSINESS &amp; ADMINISTRATION</b> | 6,029                    | 1,895                  | 31 %        | 3,449         | 57 %        | 42                  | 1 %        | 0            | 0 %              | 5,594                  | 93 %        | 17                | 0 %        |
| <b>Y51 SUPERVISORY</b>                   | 4,764                    | 2,066                  | 43 %        | 2,302         | 48 %        | 28                  | 1 %        | 1            | 0 %              | 4,520                  | 95 %        | 12                | 0 %        |
| <b>Y98 MANAGERIAL</b>                    | 2,505                    | 923                    | 37 %        | 1,353         | 54 %        | 20                  | 1 %        | 0            | 0 %              | 2,374                  | 95 %        | 3                 | 0 %        |
| <b>Y99 CONFIDENTIAL</b>                  | 1,482                    | 400                    | 27 %        | 874           | 59 %        | 7                   | 0 %        | 0            | 0 %              | 1,357                  | 92 %        | 4                 | 0 %        |
| <b>STATEWIDE TOTALS:</b>                 | <b>46,718</b>            | <b>18,779</b>          | <b>40 %</b> | <b>22,110</b> | <b>47 %</b> | <b>242</b>          | <b>1 %</b> | <b>1,000</b> | <b>2 %</b>       | <b>43,610</b>          | <b>93 %</b> | <b>143</b>        | <b>0 %</b> |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF48



**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES**  
**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT**

**Pay End Date: March 20, 2021**

|                           |                           |        | Vision Insurance               |                              | Disability Insurance |      |       |          | Life Insurance |                   |       |                           |       |            |
|---------------------------|---------------------------|--------|--------------------------------|------------------------------|----------------------|------|-------|----------|----------------|-------------------|-------|---------------------------|-------|------------|
|                           |                           |        | Total<br>Employees<br>Enrolled | State<br>Sponsored<br>Vision | %                    | CMI  | %     | Reliance | %              | Minnesota<br>Life | %     | Minnesota Life<br>Reduced | %     | Prudential |
| Bargaining Unit Code/Name |                           |        |                                |                              |                      |      |       |          |                |                   |       |                           |       |            |
| A02                       | SAFETY & REGULATORY       | 1,312  | 1,206                          | 92 %                         | 1,074                | 82 % | 62    | 5 %      | 1,244          | 95 %              | 58    | 4 %                       | 56    | 4 %        |
| A31                       | LABOR AND TRADES          | 1,751  | 1,587                          | 91 %                         | 1,437                | 82 % | 1     | 0 %      | 1,680          | 96 %              | 62    | 4 %                       | 5     | 0 %        |
| C12                       | SECURITY                  | 5,787  | 5,524                          | 95 %                         | 5,132                | 89 % | 0     | 0 %      | 5,488          | 95 %              | 230   | 4 %                       | 0     | 0 %        |
| E42                       | HUMAN SERVICES SUPPORT    | 956    | 872                            | 91 %                         | 612                  | 64 % | 0     | 0 %      | 889            | 93 %              | 64    | 7 %                       | 0     | 0 %        |
| H21                       | SCIENTIFIC & ENGINEERING  | 2,231  | 2,098                          | 94 %                         | 1,751                | 78 % | 36    | 2 %      | 2,065          | 93 %              | 158   | 7 %                       | 12    | 1 %        |
| L32                       | TECHNICAL                 | 817    | 779                            | 95 %                         | 656                  | 80 % | 20    | 2 %      | 768            | 94 %              | 49    | 6 %                       | 5     | 1 %        |
| T01                       | TROOPERS AND SERGEANTS    | 1,740  | 1,631                          | 94 %                         | 1,652                | 95 % | 822   | 47 %     | 1,657          | 95 %              | 50    | 3 %                       | 742   | 43 %       |
| U11                       | INSTITUTIONAL             | 1,605  | 1,484                          | 92 %                         | 1,316                | 82 % | 2     | 0 %      | 1,528          | 95 %              | 66    | 4 %                       | 0     | 0 %        |
| W22                       | HUMAN SERVICES            | 10,476 | 9,907                          | 95 %                         | 8,891                | 85 % | 0     | 0 %      | 9,903          | 95 %              | 536   | 5 %                       | 0     | 0 %        |
| W41                       | ADMINISTRATIVE SUPPORT    | 5,263  | 4,906                          | 93 %                         | 4,145                | 79 % | 111   | 2 %      | 4,975          | 95 %              | 266   | 5 %                       | 47    | 1 %        |
| Y23                       | BUSINESS & ADMINISTRATION | 6,029  | 5,639                          | 94 %                         | 4,830                | 80 % | 92    | 2 %      | 5,677          | 94 %              | 335   | 6 %                       | 45    | 1 %        |
| Y51                       | SUPERVISORY               | 4,764  | 4,535                          | 95 %                         | 4,394                | 92 % | 141   | 3 %      | 4,602          | 97 %              | 153   | 3 %                       | 107   | 2 %        |
| Y98                       | MANAGERIAL                | 2,505  | 2,387                          | 95 %                         | 2,161                | 86 % | 87    | 3 %      | 2,411          | 96 %              | 89    | 4 %                       | 81    | 3 %        |
| Y99                       | CONFIDENTIAL              | 1,482  | 1,375                          | 93 %                         | 1,238                | 84 % | 15    | 1 %      | 1,407          | 95 %              | 69    | 5 %                       | 7     | 0 %        |
| STATEWIDE TOTALS:         |                           | 46,718 | 43,930                         | 94 %                         | 39,289               | 84 % | 1,389 | 3 %      | 44,294         | 95 %              | 2,185 | 5 %                       | 1,107 | 2 %        |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

**STATE OF MICHIGAN**  
**BARGAINING UNIT ANALYSIS BY DEPARTMENT**

Table 5-9

Pay End Date: March 20, 2021

**EXCLUSIVELY REPRESENTED EMPLOYEES**

| Department                        | No. of Employees | A02 Safety & Regulatory | A31 Labor & Trades | C12 Security | E42 Human Services Support | H21 Scientific & Engineering | L32 Technical | T01 Troopers and Sergeants | U11 Institutional | W22 Human Services | W41 Administrative Support | Total Exclusively Represented |
|-----------------------------------|------------------|-------------------------|--------------------|--------------|----------------------------|------------------------------|---------------|----------------------------|-------------------|--------------------|----------------------------|-------------------------------|
| AGRICULTURE AND RURAL DVLPMNT     | 460              | 24                      | 11                 | 0            | 0                          | 237                          | 14            | 0                          | 0                 | 1                  | 47                         | 334                           |
| ATTORNEY GENERAL                  | 522              | 42                      | 0                  | 0            | 0                          | 0                            | 0             | 0                          | 0                 | 0                  | 83                         | 125                           |
| AUDITOR GENERAL                   | 153              | 0                       | 1                  | 0            | 0                          | 0                            | 0             | 0                          | 0                 | 0                  | 0                          | 1                             |
| CIVIL RIGHTS                      | 71               | 0                       | 0                  | 0            | 0                          | 0                            | 0             | 0                          | 0                 | 30                 | 12                         | 42                            |
| CIVIL SERVICE COMMISSION          | 437              | 0                       | 0                  | 0            | 0                          | 0                            | 0             | 0                          | 0                 | 0                  | 0                          | 0                             |
| CORRECTIONS                       | 11,265           | 8                       | 428                | 5,557        | 0                          | 5                            | 77            | 0                          | 375               | 2,216              | 825                        | 9,491                         |
| EDUCATION                         | 512              | 0                       | 1                  | 0            | 2                          | 0                            | 4             | 0                          | 16                | 175                | 63                         | 261                           |
| ENVIRONMENT, GREAT LAKES & ENERGY | 1,214            | 5                       | 1                  | 0            | 0                          | 749                          | 50            | 0                          | 0                 | 1                  | 122                        | 928                           |
| EXECUTIVE OFFICE                  | 73               | 0                       | 0                  | 0            | 0                          | 0                            | 0             | 0                          | 0                 | 0                  | 0                          | 0                             |
| INSURANCE AND FINANCIAL SERV      | 325              | 0                       | 0                  | 0            | 0                          | 0                            | 0             | 0                          | 0                 | 0                  | 29                         | 29                            |
| LABOR & ECONOMIC OPPORTUNITY      | 2,619            | 94                      | 18                 | 0            | 922                        | 58                           | 13            | 0                          | 23                | 378                | 283                        | 1,789                         |
| LICENSING & REGULATORY AFFAIRS    | 1,544            | 206                     | 7                  | 0            | 0                          | 65                           | 0             | 0                          | 0                 | 268                | 305                        | 851                           |
| MDHHS - COMMUNITY HEALTH          | 3,646            | 51                      | 66                 | 230          | 0                          | 133                          | 41            | 0                          | 881               | 448                | 375                        | 2,225                         |
| MDHHS - HUMAN SERVICES            | 10,429           | 156                     | 22                 | 0            | 32                         | 3                            | 2             | 0                          | 61                | 6,905              | 1,004                      | 8,185                         |
| MILITARY & VETERAN AFFAIRS        | 736              | 25                      | 182                | 0            | 0                          | 31                           | 15            | 0                          | 243               | 37                 | 56                         | 589                           |
| NATURAL RESOURCES                 | 1,687            | 487                     | 132                | 0            | 0                          | 251                          | 121           | 0                          | 6                 | 49                 | 180                        | 1,226                         |
| STATE                             | 1,322            | 15                      | 16                 | 0            | 0                          | 0                            | 0             | 0                          | 0                 | 0                  | 829                        | 860                           |
| STATE POLICE                      | 2,994            | 149                     | 10                 | 0            | 0                          | 119                          | 61            | 1,740                      | 6                 | 2                  | 265                        | 2,352                         |
| TECHNOLOGY, MANAGEMENT & BUDGET   | 2,859            | 0                       | 253                | 0            | 0                          | 37                           | 60            | 0                          | 0                 | 0                  | 263                        | 613                           |
| TRANSPORTATION                    | 2,732            | 62                      | 701                | 0            | 0                          | 547                          | 384           | 0                          | 0                 | 3                  | 238                        | 1,935                         |
| TREASURY                          | 1,604            | 5                       | 4                  | 0            | 0                          | 1                            | 1             | 0                          | 0                 | 0                  | 470                        | 481                           |
| <b>Grand Total:</b>               | <b>47,204</b>    | <b>1,329</b>            | <b>1,853</b>       | <b>5,787</b> | <b>956</b>                 | <b>2,236</b>                 | <b>843</b>    | <b>1,740</b>               | <b>1,611</b>      | <b>10,513</b>      | <b>5,449</b>               | <b>32,317</b>                 |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF05

# STATE OF MICHIGAN

Table 5-10

## BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay End Date: March 20, 2021

### NON-EXCLUSIVELY REPRESENTED EMPLOYEES

| Department                        | No. of Employees | Y23 Business & Administrative | Y99 Confidential | Y98 Managerial | Y52 Non-Career | Y00/Y50 Pending Assignment | Y51 Supervisory | Total Non-Exclusively Represented |
|-----------------------------------|------------------|-------------------------------|------------------|----------------|----------------|----------------------------|-----------------|-----------------------------------|
| AGRICULTURE AND RURAL DVLPMNT     | 460              | 46                            | 9                | 24             | 5              | 0                          | 42              | 126                               |
| ATTORNEY GENERAL                  | 522              | 14                            | 46               | 332            | 0              | 0                          | 5               | 397                               |
| AUDITOR GENERAL                   | 153              | 2                             | 91               | 41             | 3              | 0                          | 15              | 152                               |
| CIVIL RIGHTS                      | 71               | 3                             | 10               | 9              | 0              | 0                          | 7               | 29                                |
| CIVIL SERVICE COMMISSION          | 437              | 1                             | 374              | 56             | 0              | 0                          | 6               | 437                               |
| CORRECTIONS                       | 11,265           | 242                           | 117              | 123            | 2              | 0                          | 1,290           | 1,774                             |
| EDUCATION                         | 512              | 133                           | 19               | 54             | 1              | 0                          | 44              | 251                               |
| ENVIRONMENT, GREAT LAKES & ENERGY | 1,214            | 75                            | 14               | 80             | 7              | 0                          | 110             | 286                               |
| EXECUTIVE OFFICE                  | 73               | 0                             | 72               | 1              | 0              | 0                          | 0               | 73                                |
| INSURANCE AND FINANCIAL SERV      | 325              | 177                           | 22               | 29             | 4              | 0                          | 64              | 296                               |
| LABOR & ECONOMIC OPPORTUNITY      | 2,619            | 464                           | 44               | 193            | 2              | 0                          | 127             | 830                               |
| LICENSING & REGULATORY AFFAIRS    | 1,544            | 437                           | 47               | 154            | 5              | 0                          | 50              | 693                               |
| MDHHS - COMMUNITY HEALTH          | 3,646            | 642                           | 100              | 275            | 7              | 0                          | 397             | 1,421                             |
| MDHHS - HUMAN SERVICES            | 10,429           | 672                           | 176              | 205            | 1              | 0                          | 1,190           | 2,244                             |
| MILITARY & VETERAN AFFAIRS        | 736              | 43                            | 8                | 35             | 0              | 0                          | 61              | 147                               |
| NATURAL RESOURCES                 | 1,687            | 128                           | 20               | 84             | 2              | 0                          | 227             | 461                               |
| STATE                             | 1,322            | 142                           | 51               | 55             | 0              | 0                          | 214             | 462                               |
| STATE POLICE                      | 2,994            | 220                           | 39               | 143            | 2              | 0                          | 238             | 642                               |
| TECHNOLOGY, MANAGEMENT & BUDGET   | 2,859            | 1,584                         | 108              | 301            | 31             | 0                          | 222             | 2,246                             |
| TRANSPORTATION                    | 2,732            | 255                           | 98               | 135            | 3              | 0                          | 306             | 797                               |
| TREASURY                          | 1,604            | 753                           | 39               | 176            | 6              | 0                          | 149             | 1,123                             |
| <b>Grand Total:</b>               | <b>47,204</b>    | <b>6,033</b>                  | <b>1,504</b>     | <b>2,505</b>   | <b>81</b>      | <b>0</b>                   | <b>4,764</b>    | <b>14,887</b>                     |

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source : Michigan Civil Service Commission HWF06

## **GLOSSARY**

## GLOSSARY

**American Indian or Alaska Native (Not Hispanic or Latino).** Persons having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Asian (Not Hispanic or Latino).** Persons having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Average.** The figure obtained by dividing the total of a set of data by the number of figures in the set of data. In this report, average is used synonymously with mean.

**Black or African American (Not Hispanic or Latino).** Persons having origins in any of the black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Career Appointment.** An indefinite appointment or limited-term appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year.

**Classified Employees.** Employees of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

**Classified Service.** The Michigan State classified civil service.

**Compensation.** Pay and benefits received by an employee for work performed.

### **Employee Status Code Descriptions (active employees):**

- AA:** Full-time (Classified)
- AB:** Part-time (Classified)
- AC:** Permanent-Intermittent (Classified)
- AD:** Limited-Term (Classified)
- AE:** Seasonal (Classified)
- AF:** Unclassified
- AP:** Workers Compensation
- AQ:** Noncareer/Per Diem
- AR:** Special Personal Services (Not Classified)

**Fiscal Year.** October 1 of a given year through September 30 of the next year. Before fiscal year 1975-76, the fiscal year was July 1 to June 30. Transition fiscal year 1975-76 was 15 months long.

**Full-Time Employees.** Employees scheduled to work 80 hours biweekly.

**Hispanic or Latino.** Persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**HRMN.** Human Resources Management Network (HRMN) is the integrated network delivering payroll, human resources, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation in March 2001 replaced PPRISM.

**Indefinite Appointment.** A career appointment with no fixed ending date at the time of appointment.

**Job Category.** Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

**01: Officials and Administrators.** Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

**02: Professionals.** Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

**03: Technicians.** Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

**04: Protective Service Workers.** Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

**05: Paraprofessionals.** Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

**06: Office and Clerical.** Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

**07: Skilled Craft Workers.** Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

**08: Service/Maintenance Workers.** Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

**Job-Share Employees.** Employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position.

**Limited-Term Employees.** Employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

**MAIN (Michigan Administrative Information Network).** Established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

**Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino).** Persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Noncareer Employees.** Employees hired on a noncareer basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

**Permanent-Intermittent Employees.** Employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

**Position.** A classified job identified by its respective duties and responsibilities.

**Primary Position.** The level one position in HRMN which determines the employee's status and benefits eligibility.

**Principal Department.** One of not more than 20 executive branch departments provided for by article 5, section 2, of the Michigan Constitution.

**Process Level.** A HRMN term that represents principal department, autonomous entity, or agency of convenience.

**Seasonal Employees.** Employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

**Special Personal Services Employees.** Contractors who are employees of state agencies and who are not classified, exempt, or excepted.

**Two or More Races (Not Hispanic or Latino)** – Persons who identify with more than one of the six races. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Unclassified Employees.** Employees working in positions exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

**Unit Designations.** A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

## Union Codes

- A** Michigan State Employees Association (MSEA)
- C** Michigan Corrections Organization (MCO)
- E** Michigan Public Employees (MPE), SEIU Local 517M
- H** Michigan Public Employees (MPE), SEIU Local 517M
- L** Michigan Public Employees (MPE), SEIU Local 517M
- T** Michigan State Police Troopers Association (MSPTA)
- U** American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W** United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y** No Exclusive Employee Organization Representation
- Z** Unclassified (No Exclusive Employee Organization)

## Unit Codes

| Code | Unit |
|------|------|
|------|------|

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|-----------|------------------------------------|
| <b>01</b> | <b>Troopers and Sergeants Unit</b> |
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This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.

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| <b>02</b> | <b>Safety and Regulatory Unit</b> |
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Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these statutes, rules, or regulations; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.

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| <b>11</b> | <b>Institutional Unit</b> |
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This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.

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| <b>12</b> | <b>Security Unit</b> |
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The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.

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| <b>21</b> | <b>Scientific and Engineering Unit</b> |
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Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.

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| <b>22</b> | <b>Human Services Unit</b> |
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Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.

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| <b>23</b> | <b>Business and Administrative Unit</b> |
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Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.

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| <b>31</b> | <b>Labor and Trades Unit</b> |
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Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.



- 32 Technical Unit**  
Employees in this unit provide support services in the area of science and engineering.
- 41 Administrative Support Unit**  
This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.
- 42 Human Services Support Unit**  
This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.
- 50 Pending Unit Assignment**  
Employees in positions in classifications that are pending unit assignment.
- 51 Supervisory Unit**  
Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature, but rather requires the use of independent judgment.
- 52 Noncareer**  
Employees in noncareer classes that are ineligible for collective bargaining.
- 98 Managerial Unit**  
The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.
- 99 Confidential Unit**  
Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

**White (Not Hispanic or Latino).** Persons having origins in any of the original peoples of Europe, the Middle East, or North Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Workforce.** Those persons employed in the classified service by the state of Michigan.